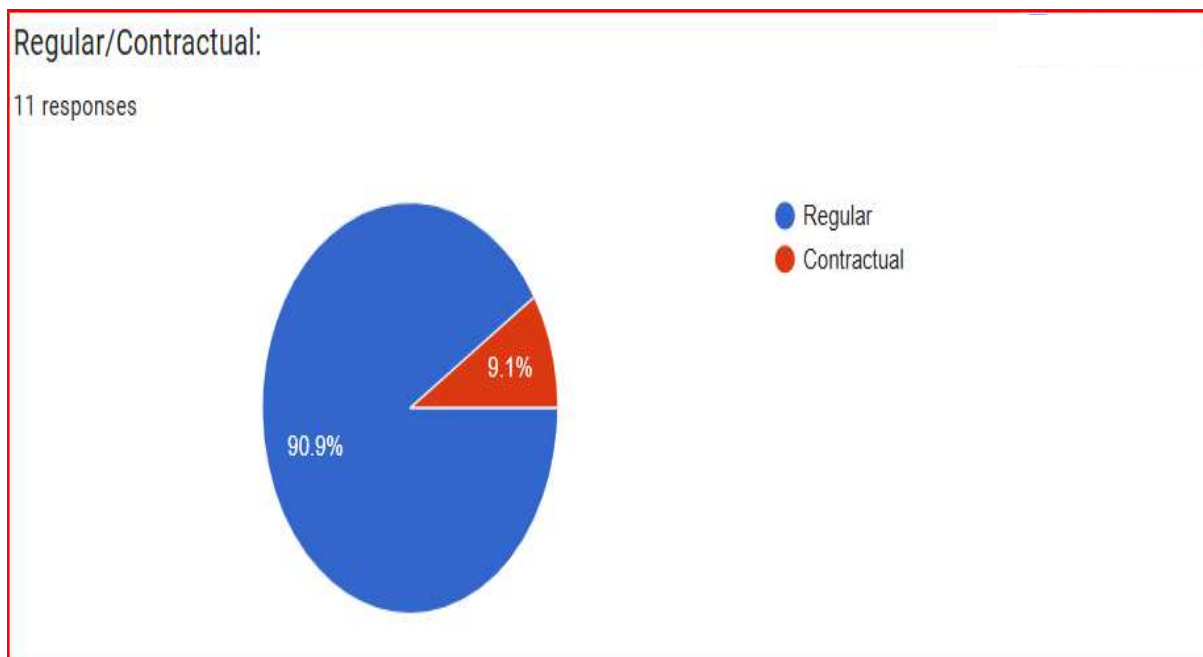
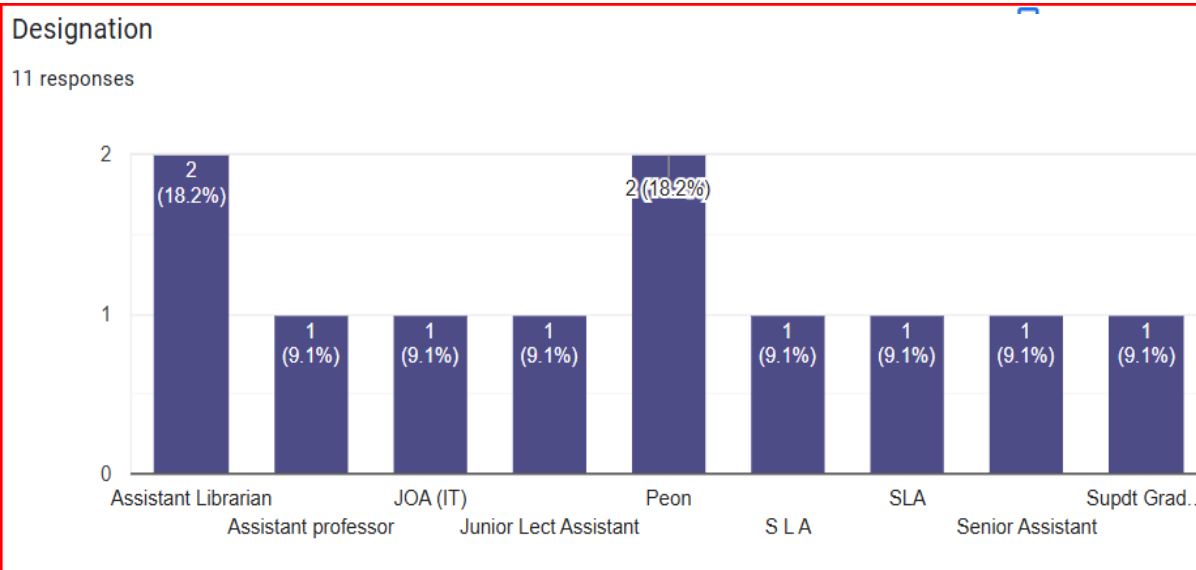


**GOVERNMENT COLLEGE KARSOG, MANDI-175011**

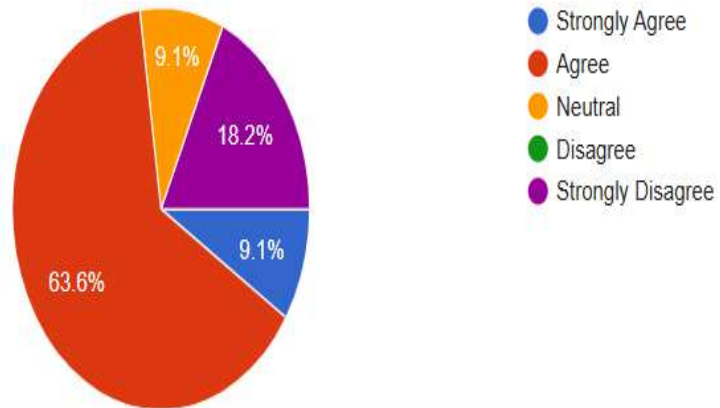
**SUPPORTING STAFF FEEDBACK ANALYSIS AND ATR FOR SESSION  
2023-24**



Note : Your valuable opinions and suggestions are solicited for further improvement of the College.

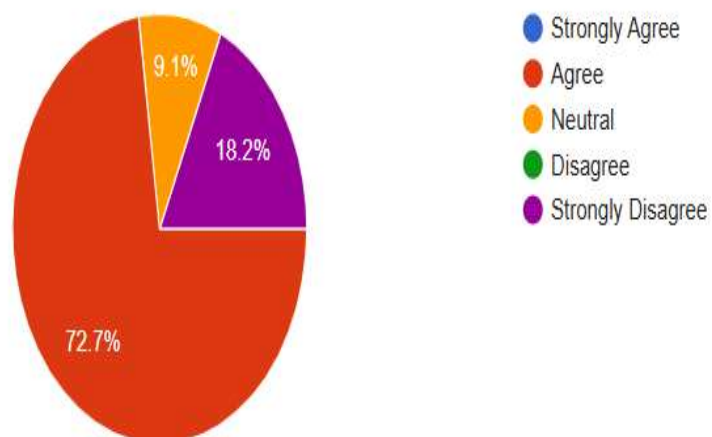
The Procedures followed in the College are effective.

11 responses



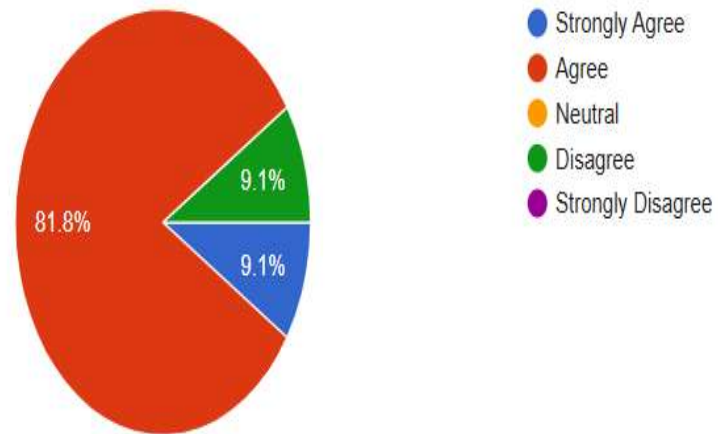
The work distribution is fair.

11 responses



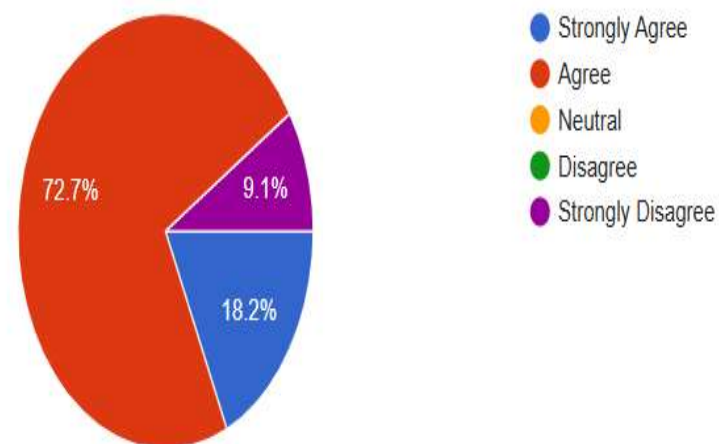
The work load is reasonable.

11 responses



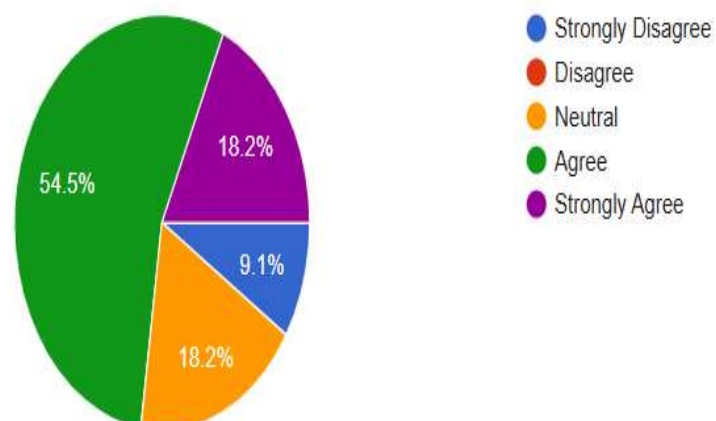
The placement of the employees is as per the job requirements

11 responses



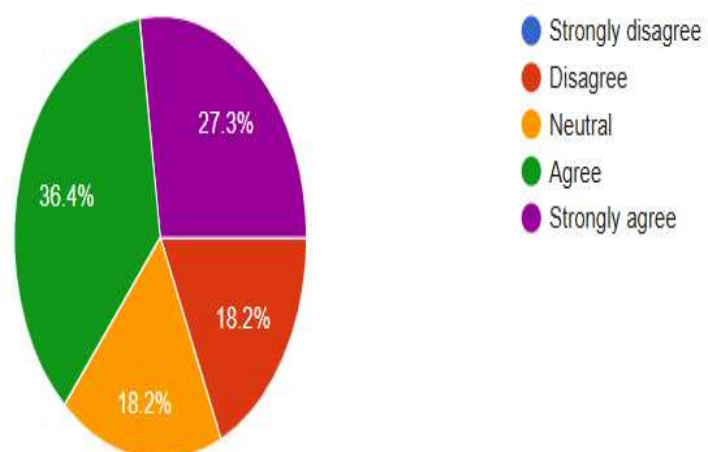
The training programmes organized by the College are helpful.

11 responses



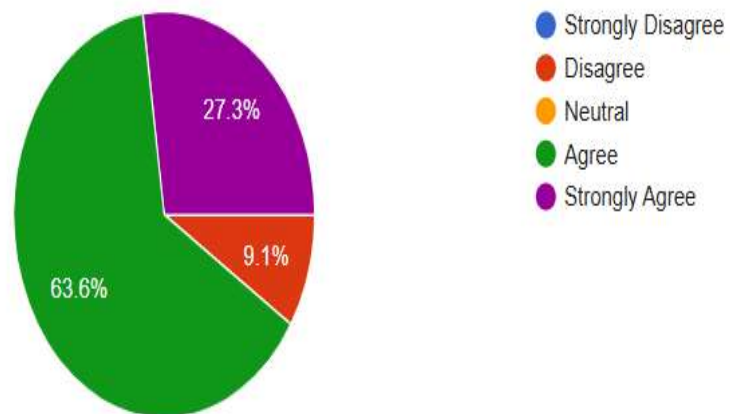
The promotion policies of the DHE are encouraging.

11 responses



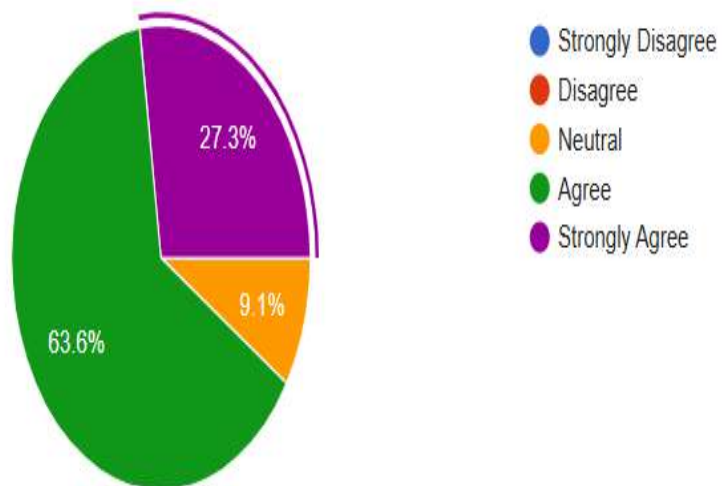
The infrastructure facilities are supporting the work environment.

11 responses



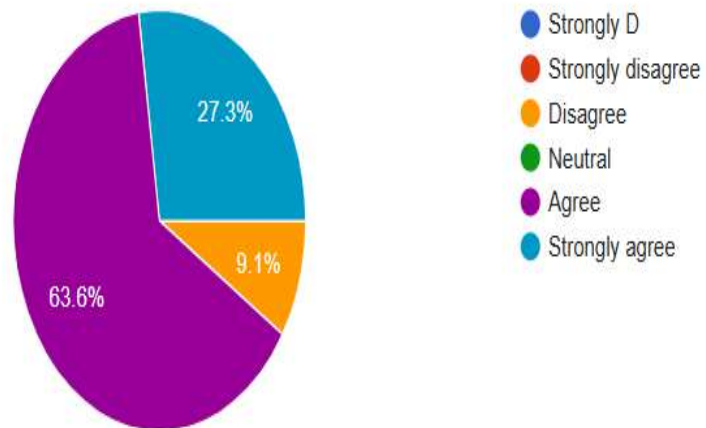
The employees are having clear understanding of their roles and responsibilities.

11 responses



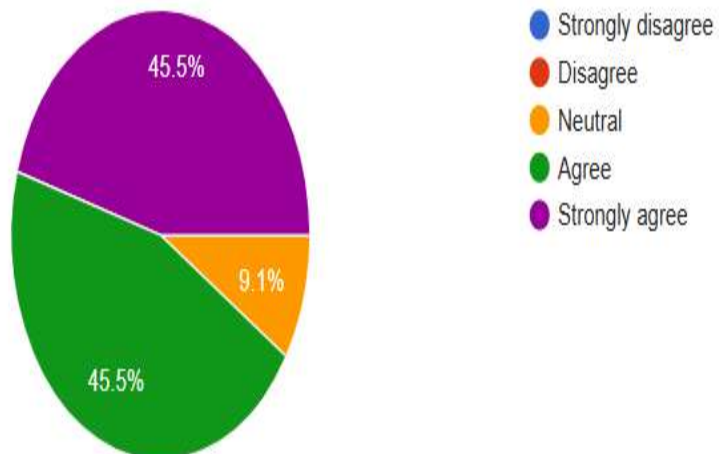
The superior-subordinate relationships are fine.

11 responses



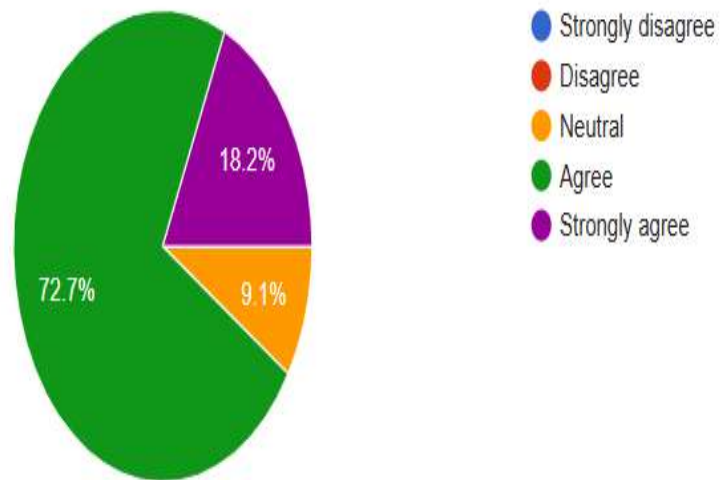
The administration respects women employees and treats them well.

11 responses



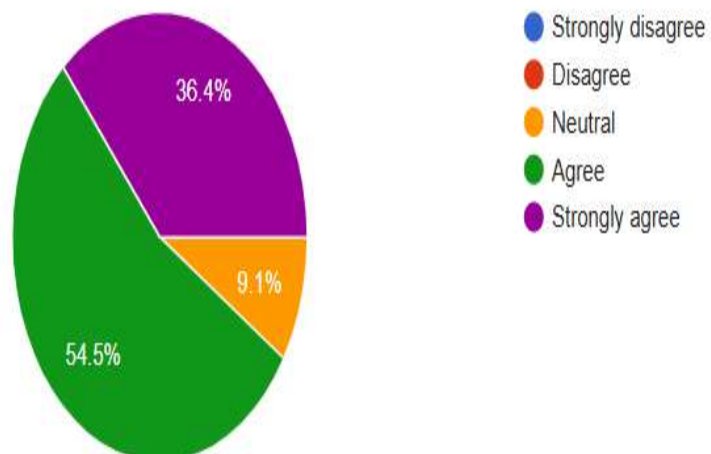
The employees have the opportunity to contribute for process development.

11 responses



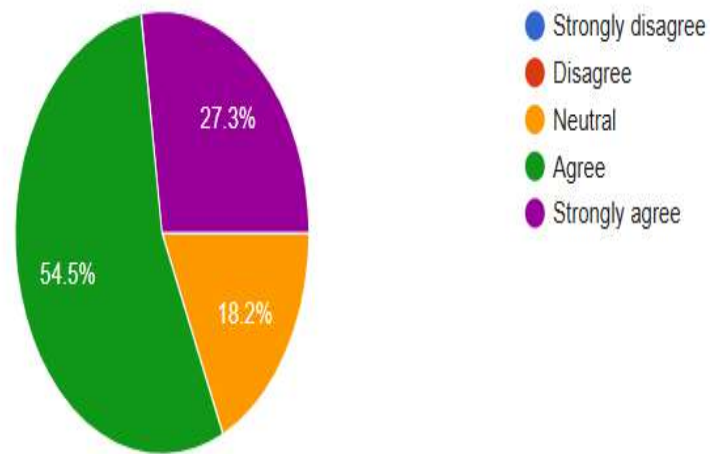
The employee grievances are settled fairly.

11 responses



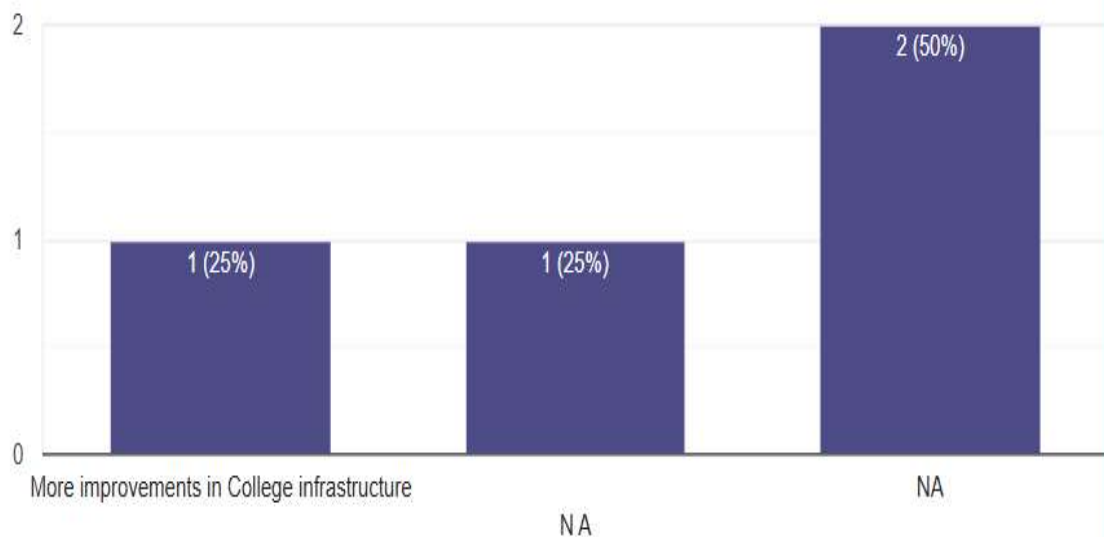
The DHE provides opportunities and support to the Staff.

11 responses



Suggestions for further improvement :

4 responses



**Suggestions/Comments:**

- More improvements in College infrastructure.



## **ACTION TAKEN REPORT FOR SUPPORTING STAFF BASED ON FEEDBACK**


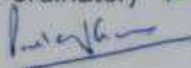
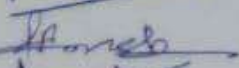
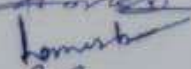
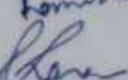
### **(SESSION 2023-24)**

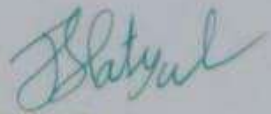
The comprehensive review on the feedback was done by analysing every minute aspect of the feedback based on graphic and percentage-based analysis compiled by IQAC. The following measures were taken: -

<b>Criterion</b>	<b>Feedback analysis</b>	<b>Action Taken</b>
<b>Procedure followed</b>	100% supporting staff members agree that the procedure followed in the college are effective.	➤ Points of improvement in functioning can be sought out by IQAC for further quality enhancement.
<b>Work Load and its distribution/ clear understanding of their work</b>	90.9% supporting staff members agree that the work load is reasonable. Further, almost all agrees that the distribution of workload is reasonable and all understands their responsibilities/ roles in office	➤ IQAC will look about helping kiosk and its effective distribution in college office.
<b>Placement as per Job requirement</b>	90.9% supporting staff members agree that the placement is as per the job requirement and 9.1% staff members disagree.	➤ It shows that the almost all employee are satisfied with their Job, those who are not satisfied, IQAC has directed the concerned official regarding the same.
<b>Training programme and its effectiveness</b>	81.8 supporting staff members agree that the promotion policies of DHE are effective and encouraging. Further 81.8% believes that the DHE provides opportunities and support.	➤ Further IQAC are directed to include innovative topics of office procedure in upcoming FDP, so that office procedure can be more productive.
<b>Promotion policy of DHE / DHE provides the opportunity and support the staff.</b>	81.8% supporting staff members agree that the training programme organized by the college is helpful.	➤ IQAC may include topics related to promotion policies of DHE and its relation with job satisfaction in upcoming FDP.

<b>Infrastructure facilities in office/ in college</b>	90.9% supporting staff members believes that the infrastructure facilities are supporting the work environment.	➤ IQAC may look forward for further improvement in ICT facilities in office for continuous growth and further improvement. ➤ IQAC may look for the provision of lift for handicapped employees. ➤ IQAC may also look forward for the sufficient grants and possibility of staff residence / Boys Hostel in near future.
<b>Respect of women employee</b>	90.9% supporting staff members believes that all respect women employees and 9.1% staff members are neutral about the same.	➤ The committee agree to the same and applauded for the Same.
<b>Contribution to process development</b>	90.9% supporting staff members agree that the employees have the opportunity to contribute for the process development.	➤ IQAC accepted the same as it has member representatives from supporting staff by which their suggestions are incorporated in college prospective plans.
<b>Grievance redressed</b>	90.9% supporting staff members agree that the employee grievances are settled fairly.	➤ IQAC agree to the same as staff council deals and settles the grievances if any.

**Signature of IQAC Committee:-**

1. DR. KULBHUSHAN SHARMA (Co-ordinator) 
2. MR. PANKAJ GUPTA (Member) 
3. DR. PREM PRAKASH (Member) 
4. DR. LOMESHWER (Member) 
5. DR. PRIYANKA RANA (Member) 

  
**Principal**  
**Govt College, Karsog**  
**Dist. Mandi (H.P.)**  
**Karsog,**  
 Distt. Mandi-175011