Alumni Feedback Report

31.03.2023

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IQAC

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Introduction

A comprehensive survey was undertaken during the period December 2022r-March 2023 of the alumni of LEAD College of Management. Over 117 responses were recorded and the survey is kept open till April 30th 2023. This is an interim report of the feedback received so far.

My special thanks to my colleague Ajrun Govind@ LEAD who was instrumental in launching the survey and getting alumni to complete the survey in a timely manner.

Red Flagging of a score less than 70% of the top 2 scores has been undertaken. It was not mandatory for respondents to identify themselves, however over 70% have given their contact details.

Goals

To assess

- The institutional performance from alumni's perspective
- Teaching at LEAD
- Personal learning and development at LEAD
- Feedback for improvements

Overview

Participating matrix

1. What year did you GRADUATE FROM the institute ?
117 responses
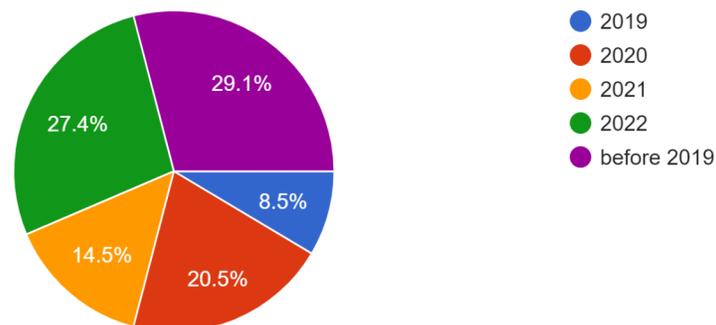
The earliest responses are from graduates of the 2012 batch onwards (6 responses each).

Are you a member of the Alumni Association currently?

117 responses

- Yes
- No
- Yes and I belong to a chapter.
- I don't know
- THANSEEK AHAMMED

40.2%

55.6%
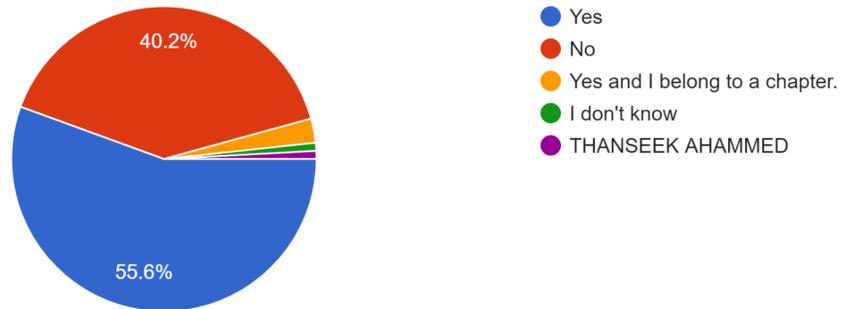
Whilst we have many alumni in our database there needs to be a formalized process of membership if not in place. Either as a token fee as a part of semester fees(final semester) if not already present and the fee offers life-time membership.

Geographically we have alumni engagement in the Gulf, time has come to open/revitalis Bengaluru chapter now.

2. What is your gender

117 responses

- Male
- Female

29.1%

70.9%
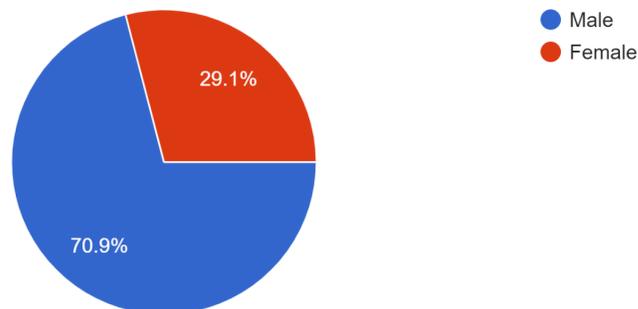
The gender ratio is also representative and hence a good cross section of response has been achieved..

Recommendation to Join LEAD

Will you recommend your friend/family member to join the LEAD Program ?

- **1-Not sure** 7.7%
- **0-No** 8.5%
- **4-Definitely Yes** 37.6%
- **2-Probably Yes** 15.4%
- **3-Yes** 30.8%
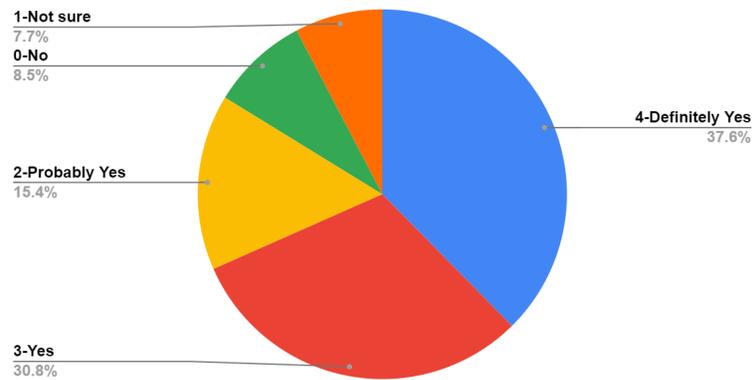
Willingness to mentor students

Will you be interested in mentoring students at LEAD to help them grow ?

- **0-No** 4.3%
- **1-Not sure** 9.4%
- **4-Definitely Yes** 39.3%
- **2-Probably Yes** 25.6%
- **3-Yes** 21.4%
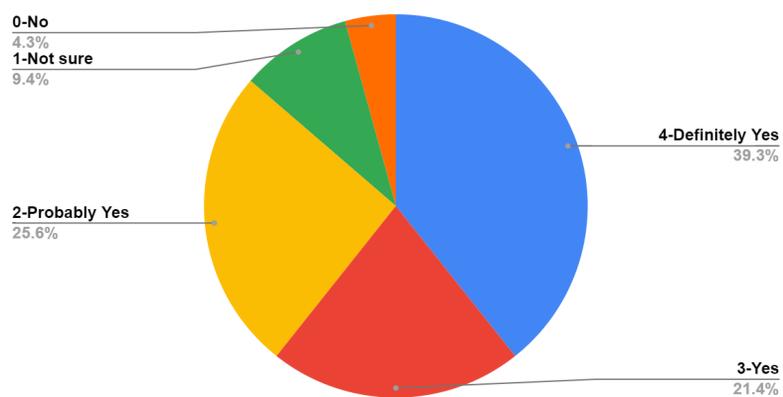
Institutional Performance of LEAD-ACADEMIC

1.   The institute took active interest in promoting internship, student exchange, field visit opportunities for students when you were studying there

117 responses
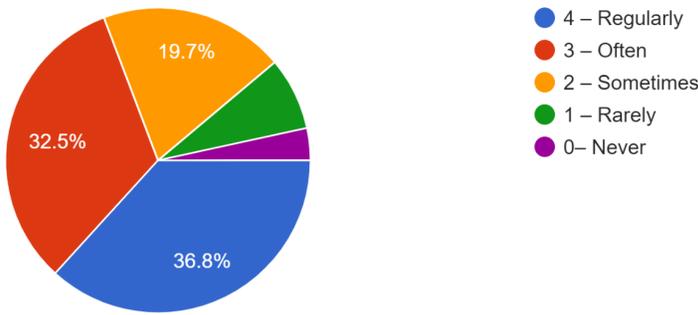
This is red flagged and further analysis of responses from graduating batches of 2019-22 show 66% .

4.The institution made effort to engage students in the monitoring, review and continuous quality improvement of the teaching learning process.

117 responses
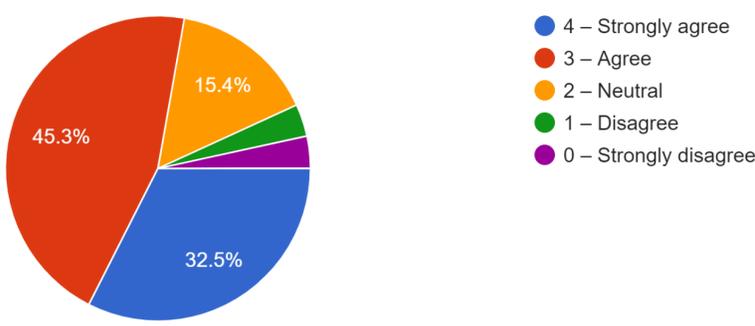
This is acceptable.

5.The institute/ teachers used student centric methods, such as experiential learning, participative learning and problem solving methodologies for enhancing learning experiences.

117 responses

- 4 – To a great extent
- 2 – Some what
- 3 – Moderate
- 1 – Very little
- 0 – Not at all

21.4%
21.4%
51.3%
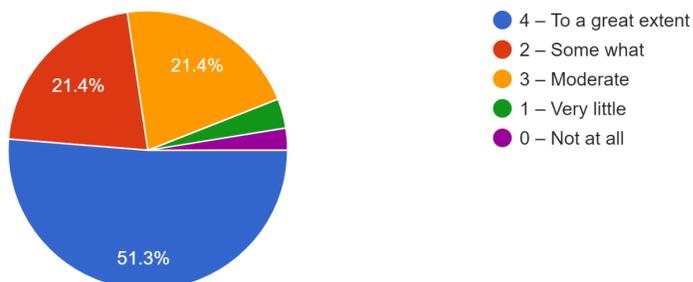
This is acceptable

11.The institute identified your strengths and encourage you with providing right level of challenges.

117 responses

- 4 – Fully
- 3 – Reasonably
- 2 – Partially
- 1 – Slightly
- 0– Unable to

17.9%
41%
29.1%
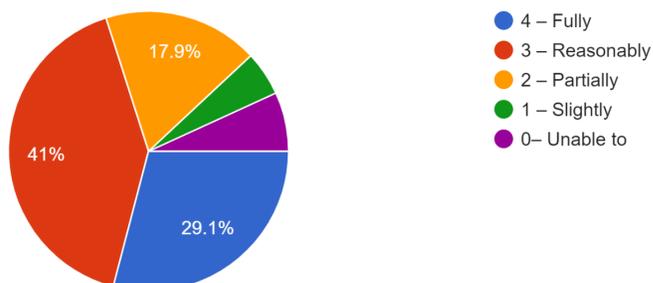
14. Efforts were made by the institute/ teachers to inculcate soft skills, life skills and employability skills to make you ready for the world of work.

117 responses

- 4 – To a great extent
- 3 – Moderate
- 2 – Some what
- 1 – Very little
- 0 – Not at all

13.7%
34.2%
43.6%
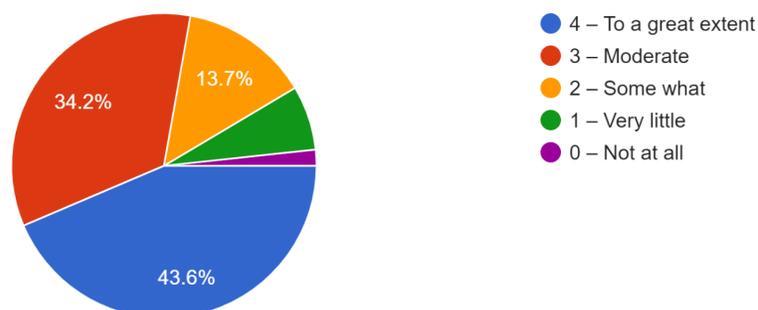
Teaching@LEAD.

5.The institute/ teachers used student centric methods, such as experiential learning, participative learning and problem solving methodologies for enhancing learning experiences.
117 responses

- ● 4 – To a great extent
- ● 2 – Some what
- ● 3 – Moderate
- ● 1 – Very little
- ● 0 – Not at all

51.3%
21.4%
21.4%
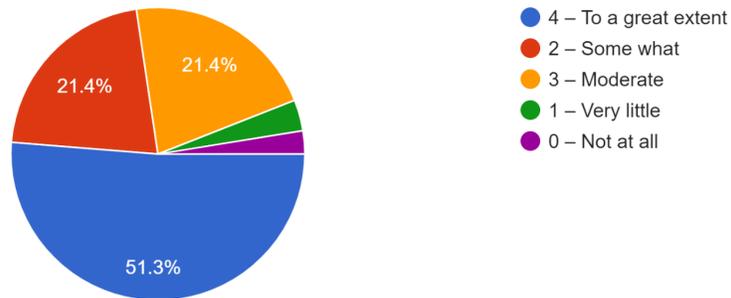
6. Overall , How well did the teachers prepare for the classes?
117 responses

- ● 4 –Thoroughly
- ● 3 – Satisfactorily
- ● 2 – Poorly
- ● 1 – Indifferently
- ● 0 – Won't teach at all

53%
40.2%
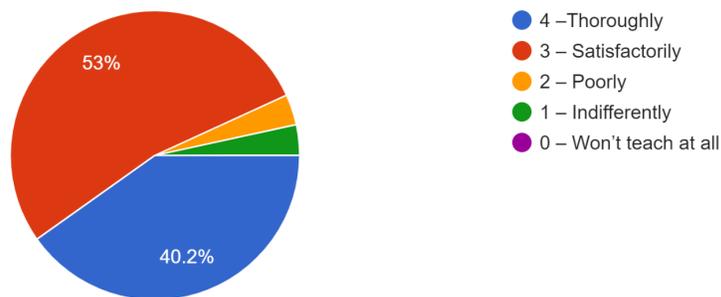
7.Overall, How well were the teachers able to communicate?
117 responses

- ● 4 – Always effective
- ● 3 – Sometimes effective
- ● 2 – Just satisfactorily
- ● 1– Generally ineffective
- ● 0– Very poor communication

33.3%
58.1%
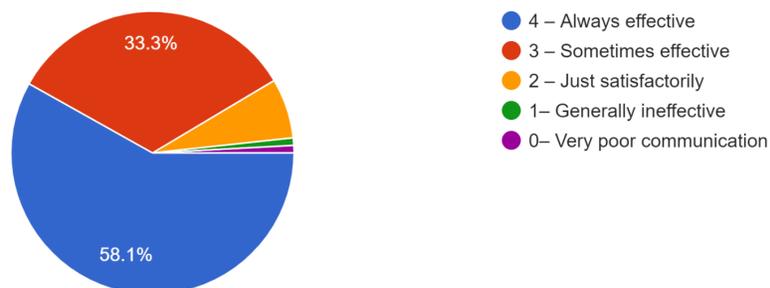
This is red flagged as 4 always effective matters and aggregation of response is not valid here.

9. Teachers informed you about your expected competencies, course outcomes and program outcomes.
117 responses

- 4 – Every time
- 3 – Usually
- 2– Occasionally/Sometimes
- 1 – Rarely
- 0– Never

24.8%
37.6%
31.6%
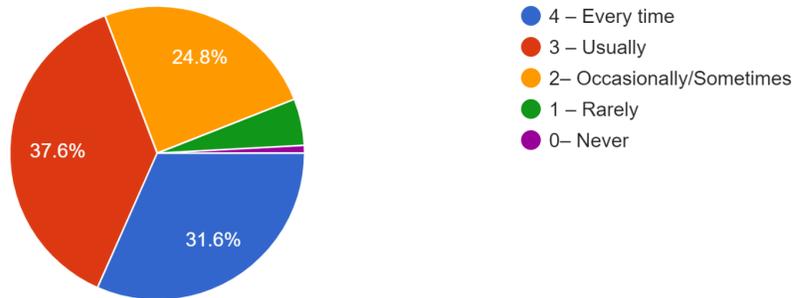
**This is red flagged as 4 every time e matters and aggregation of response is not valid here**

10. The teachers illustrated the concepts through examples and applications.
117 responses

- 4 – Every time
- 3 – Usually
- 2 – Occasionally/Sometimes
- 1– Rarely
- 0 – Never

50.4%
40.2%

☑ -   -
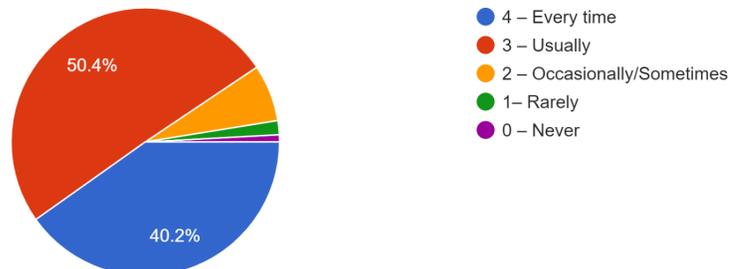
This is accepted

12. Teachers were able to identify your weaknesses and help you to overcome them.
117 responses

- ● 1. 4 – Every time
- ● 3 – Usually
- ● 2 – Occasionally/Sometimes
- ● 1 – Rarely
- ● 0 – Never
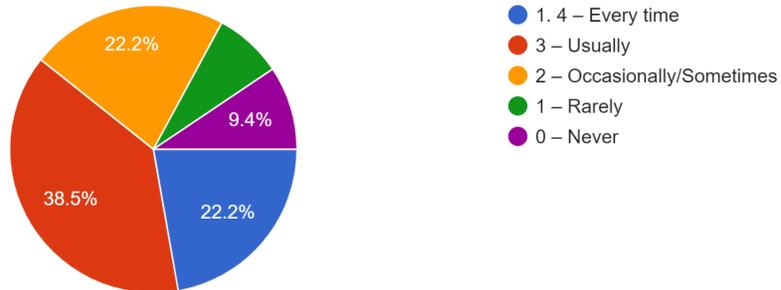
This is red flagged as indicates scope for improvement in the processes.

13. Teachers encouraged you to participate in extracurricular activities
117 responses

- ● 1. 4 – Strongly agree
- ● 3 – Agree
- ● 2 – Neutral
- ● 1 – Disagree
- ● 0 – Strongly disagree
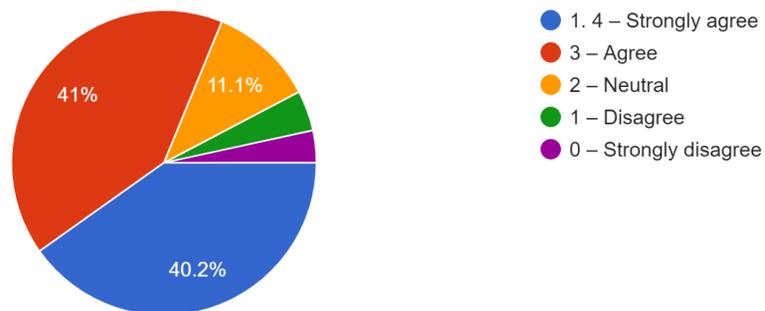
15 .Overall The teacher's approach to teaching can best be described as
117 responses

- ● 4– Excellent
- ● 3 – Very good
- ● 2 – Good
- ● 1 – Fair
- ● 0– Poor
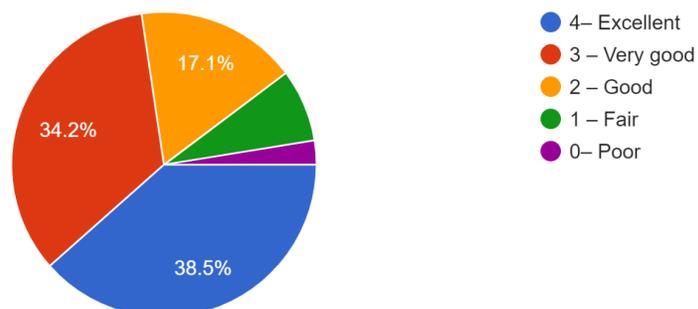
16. The overall quality of teaching-learning process in LEAD is very good.
117 responses

- 4 –Strongly agree
- 3 – Agree
- 2 – Neutral
- 1 – Disagree
- 0 – Strongly disagree

42.7%
12.8%
37.6%
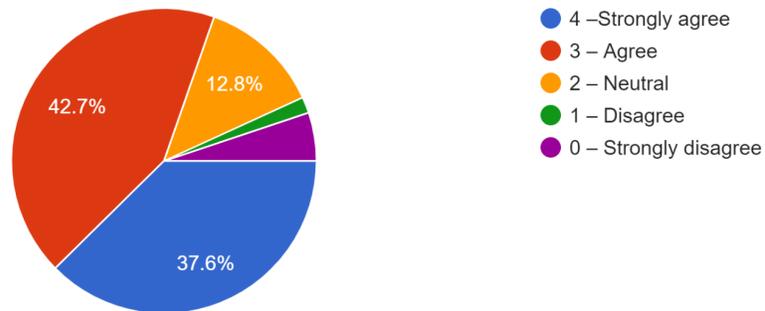
Personal Learning@LEAD.

Program Outcome Measures

[Apply the knowledge of management theories, concepts and practices in Management to solve business Problems.]

1-Very little improve…
6.0%
0-No improvement
3.4%
2- Some improvement
16.2%
4- Excellent Improve…
27.4%
3- Good improvement
47.0%
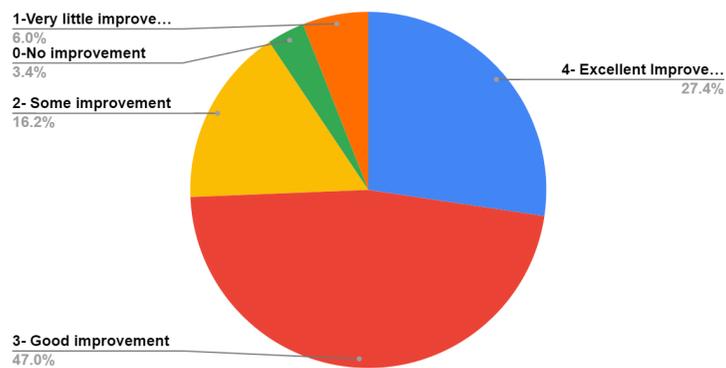
[Foster Analytical and critical thinking abilities for data based decision-making.]

- 1-Very little improve… 8.5%
- 0-No improvement 2.6%
- 2- Some improvement 15.4%
- 3- Good improvement 41.9%
- 4- Excellent Improve… 31.6%
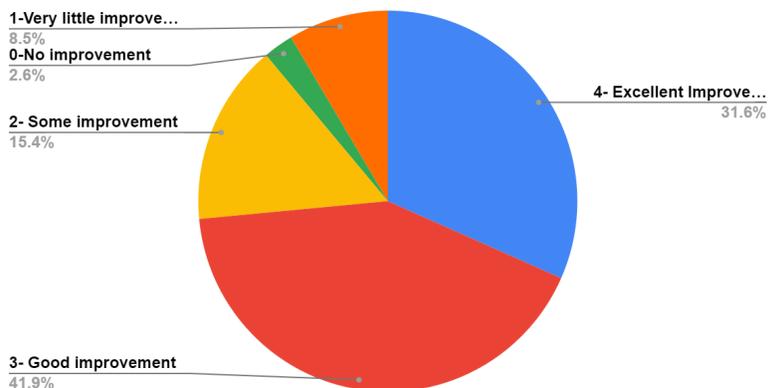
[Value-based Leadership ability]

- 1-Very little improv… 4.3%
- 0-No improvement 3.4%
- 2- Some improvem… 15.4%
- 3- Good improvement 35.0%
- 4- Excellent Improv… 41.9%
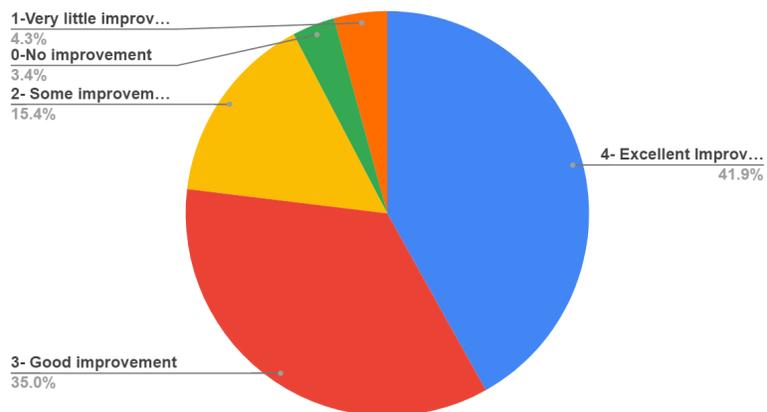
[Understand, analyze and communicate global, economic, legal and ethical aspects of business]

- 1-Very little improve… 6.0%
- 0-No improvement 2.6%
- 2- Some improvement 15.4%
- 3- Good improvement 41.9%
- 4- Excellent Improve… 34.2%
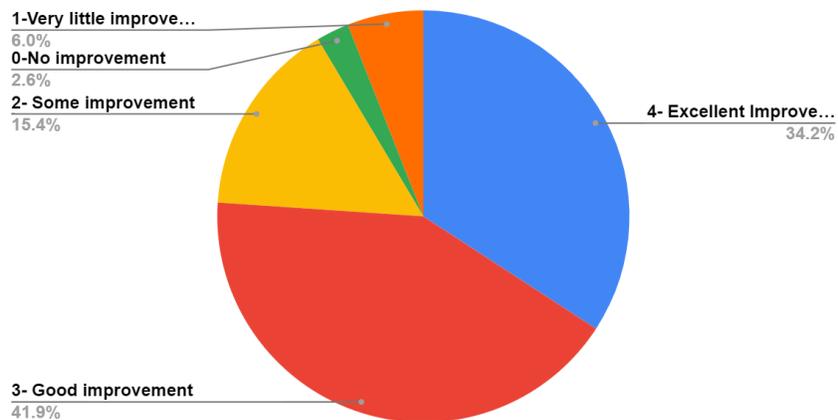
[Lead yourselves and others in the achievement of organizational goals, contributing to a team environment.]

0-No improvement
3.4%

1-Very little improve…
7.7%

2- Some improvement
13.7%

4- Excellent Improve…
37.6%

3- Good improvement
37.6%
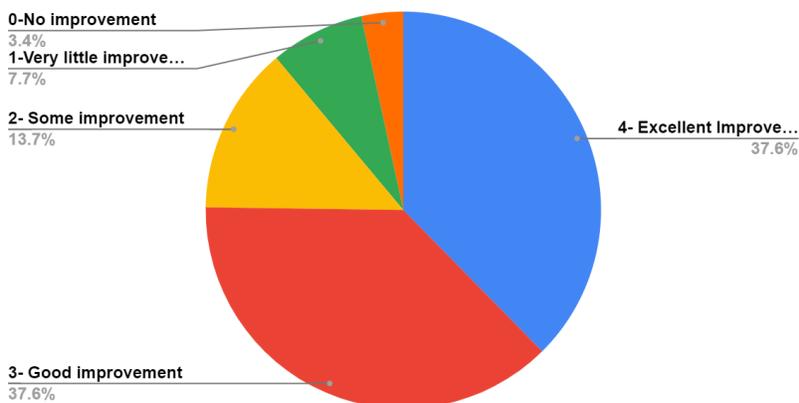
[Develop skills to be self –initiated and resourceful.]

0-No improvement
2.6%

1-Very little improv…
3.4%

4- Excellent Improv…
40.2%

3- Good improvement
39.3%

2- Some improvem…
14.5%
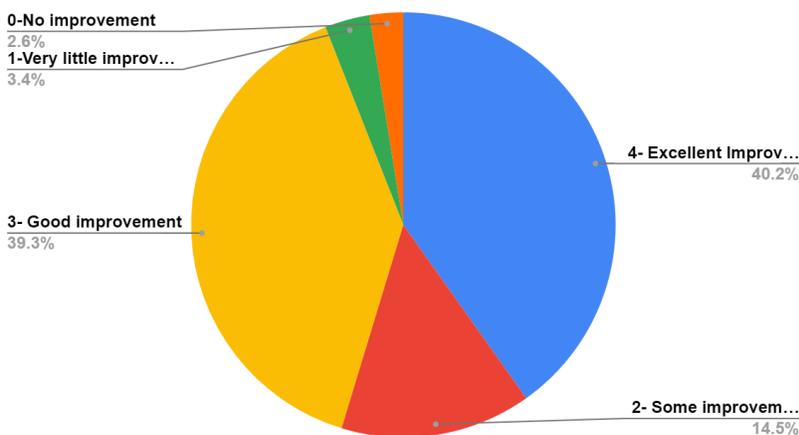
[Build competencies in Transferable Management skills, Information Technology skills and Digital communication skills.]

2- Some improvement
12.0%

0-No improvement
5.1%

1-Very little improve…
6.0%

4- Excellent Improve…
35.9%

3- Good improvement
41.0%
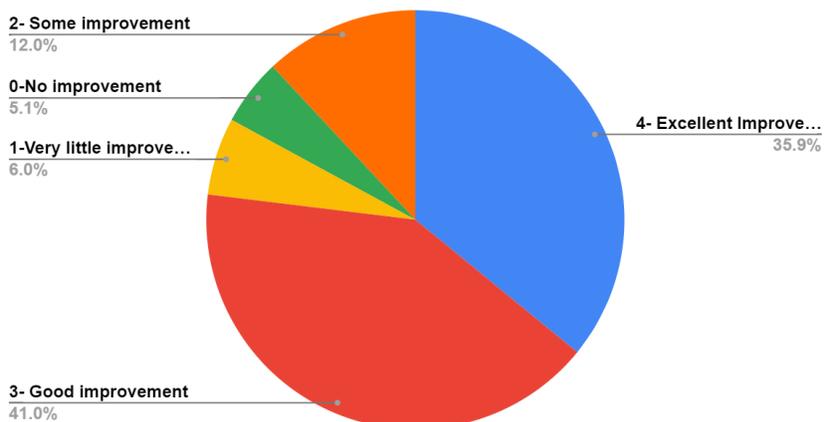
[The overall learning environment]

Poor
2.6%
Very Poor
6.0%
2- Acceptable
12.0%

4- Excellent
36.8%

3- Good
41.9%
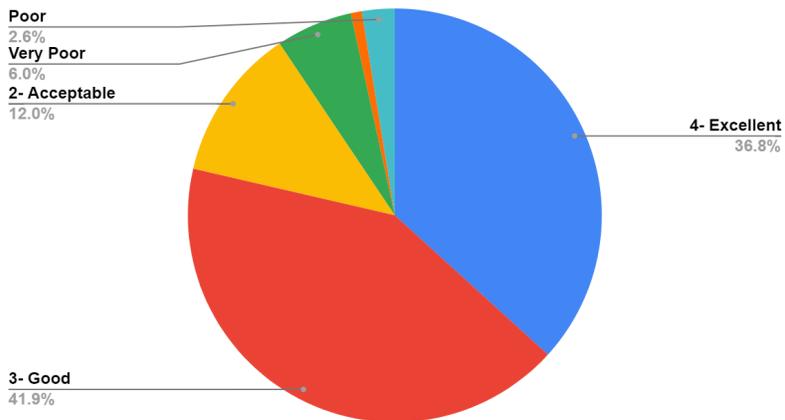
Support@LEAD

[Internship quality]

Not available at LEAD
3.4%
Very Poor
16.2%

4- Excellent
18.8%

3- Good
28.2%

2- Acceptable
26.5%

Poor
6.8%
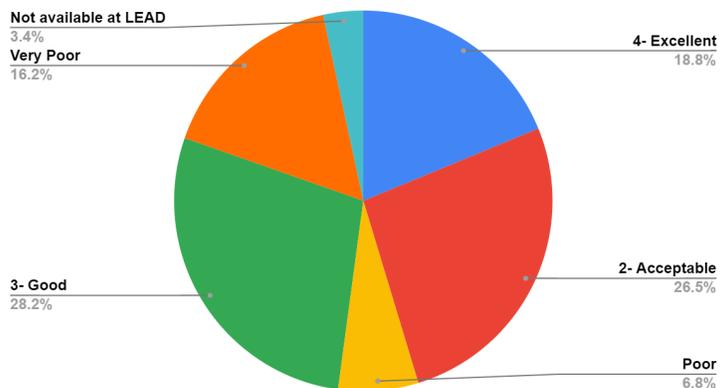
This is red flagged

[Placement support]

Very Poor
7.7%
Poor
6.0%

4- Excellent
23.1%

3- Good
39.3%

2- Acceptable
23.9%
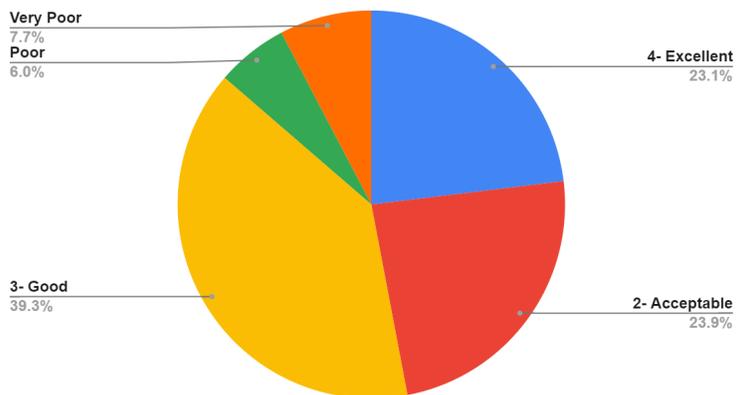
This is red-flagged

[Industry and practical exposure]

- Not available at LEAD — 4.3%
- Poor — 8.5%
- Very Poor — 7.7%
- 2- Acceptable — 24.8%
- 4- Excellent — 24.8%
- 3- Good — 29.9%
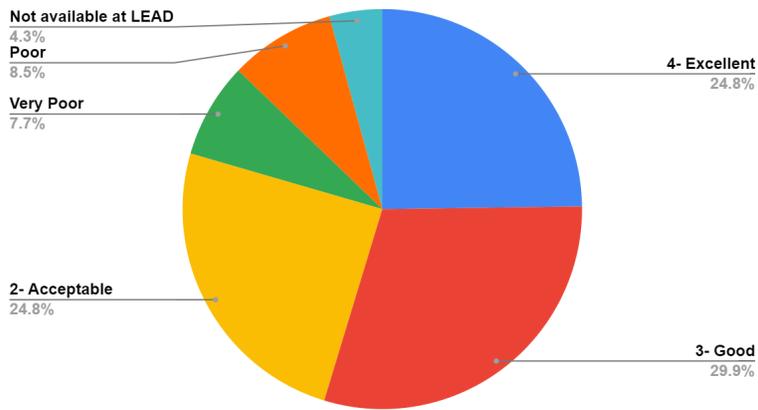
This is red-flagged,

Life@LEAD.

[The accommodation at LEAD]

- Very Poor — 4.3%
- Poor — 9.4%
- 2- Acceptable — 15.4%
- 4- Excellent — 33.3%
- 3- Good — 37.6%
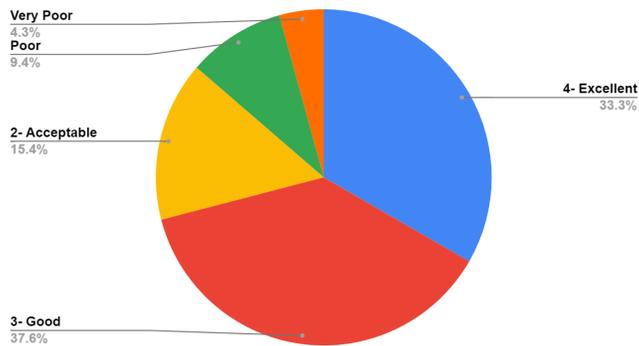
[Activity and experience based events you took part]

- Very Poor — 3.4%
- Poor — 4.3%
- 2- Acceptable — 11.1%
- 4- Excellent — 50.4%
- 3- Good — 30.8%

[Extra curricular activities]

Poor
1.7%
2- Acceptable
9.4%
Very Poor
6.0%
4- Excellent
50.4%
3- Good
32.5%

[Club activities]

Very Poor
4.3%
Poor
6.0%
3- Good
23.1%
4- Excellent
48.7%
2- Acceptable
17.1%
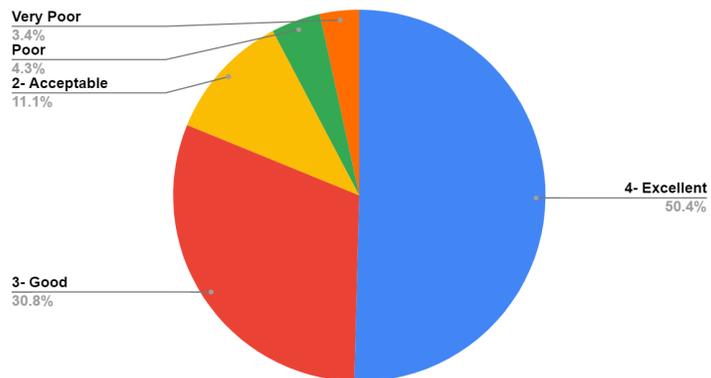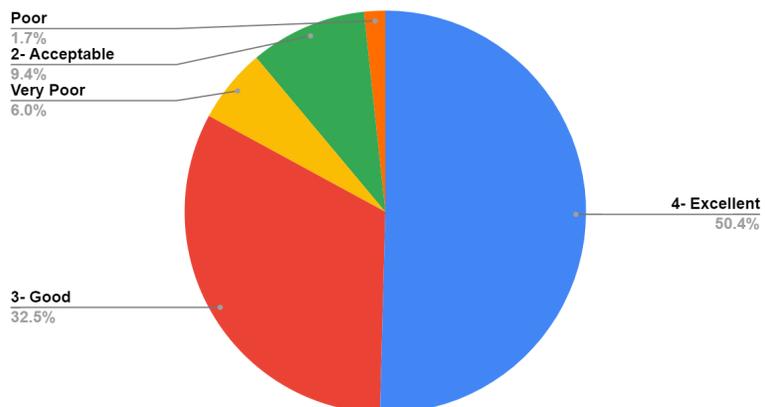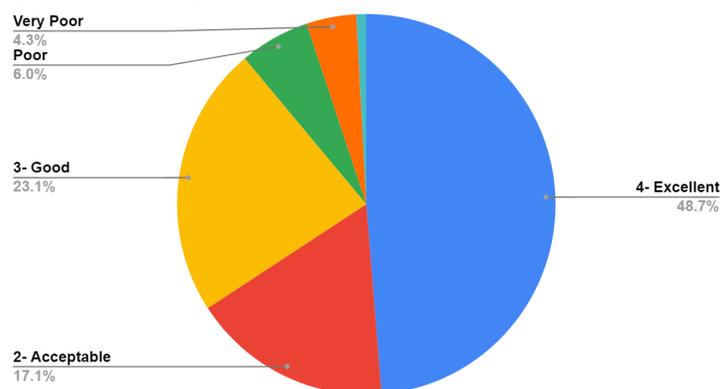
[The overall "living environment"]

Very Poor
6.8%
Poor
6.0%
2- Acceptable
10.3%
4- Excellent
49.6%
3- Good
27.4%
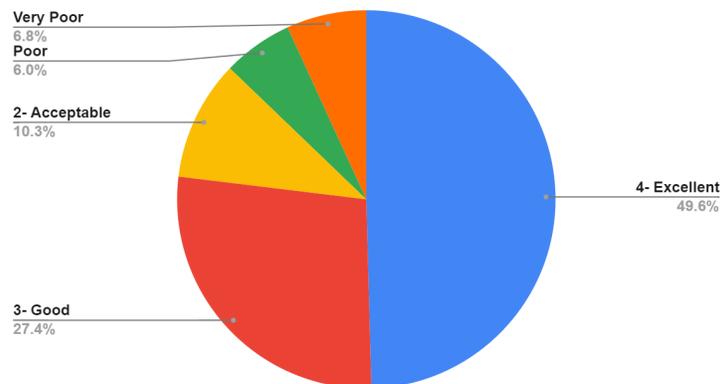
Individual Comments/suggestions

Please write below any suggestions(up to 3) you have for LEAD to improve the experience for future students.

- ❖ Recruit professors based on their Teaching skills . Sometimes I think management select professional on their educational qualification only
- ❖ Excel learning
- ❖ Lead is providing a low quality learning platform , please improve Professional way and provide right Learning methods.
- ❖ All the below mentioned suggestions are based on personal experiences and is mentioned in an intention to really see LEAD growing:
    - ➢ Improve the quality of education.
    - ➢ Completing the portions through guest faculties a few days before the exam is bringing the ability to learn and understand the concepts down.
    - ➢ Communicate the placement criterias properly during admissions. For example: The rule in placement to apply for a second offer after receiving one already is a hike of a certain percentage in CTC. Due to this most people have lost their chances to apply in quality placements. This should be communicated earlier during the time of admissions.
    - ➢ Internal marks should be published before semesters.
    - ➢ Randomly reducing internal marks for personal grudges should be put to an end.
    - ➢ Commit to what is actually possible for the management to provide. Trying to do everything possible for exponential growth at the cost of students' well being is not acceptable. Example: Our batch faced great difficulty in preparing for the semesters as LEAD tried to accommodate 300 more students when the college had no facilities to do this. Water shortages, denial of basic amenities and invasion of privacy was all ignored by the management.
    - ➢ The management should stop forcing the students from expressing their opinions by threatening to call their parents and hold back their certificates, etc. Also, demanding for positive reviews in google and other social media platforms cannot sustain the growth and development of LEAD.

Hope the college will try to address these issues and correct itself without trying to pretend that everything in LEAD is perfect. LEAD has given all of us a lot to remember and has helped a lot of people to improve drastically. It is hard to see the college being shaped into such an undesirable picture. I still believe that LEAD will overcome it's drawbacks and come stronger than ever before. "

- ❖ Please provide internships in their desired area of interest, provide Advance excel classes and advance digital marketing courses.

- ❖ Industrial knowledge in parallel to be given .
- ❖ Plan the class accordingly by considering time for study, extra curricula and exams, otherwise students will get exhausted. If they get time to plan to do things and enough resting time then only they can be productive. Understand the fact and change accordingly
- ❖ Please back the original lead culture
- ❖ Provide more internships according to the better future and career
- ❖ Provide more international companies for placements.Provide sessions to set up the students to understand their skills and abilities which suitable for jobs.It will help them to find their taste of jobs which provide more input and effort to get success"
- ❖ More practical sessions
- ❖ Learning outside class
- ❖ Need to change the teaching methods
- ❖ പറ്റിച്ച് ജീവിക്കുന്നവരെ പറ്റിച്ച് ജീവിക്കുന്ന ആൾ
- ❖ Better campus experience and facilities and space.
- ❖ Try to appoint faculties who caring and mentoring the students, not only in class room also in out side
- ❖ Focus on the placement cell where a minimum salary package and provide a job in their interested field, (eg: don't force students to opt marketing field jobs without their interest.) Clearly mentioning the role and duties of the job they get doesn't put the students' life in an interesting field."
- ❖ Following needs improvement
  - ➢ Accommodation of students
  - ➢ Placements opportunities
  - ➢ LOT activities
  - ➢ Freedom to express their opinion
  - ➢ Practical classes
  - ➢ WiFi
  - ➢ Cleanliness of hostel and college surroundings
  - ➢ Equal consideration for all students
- ❖ Give tasks to students on a routine basis and ensure follow ups on performances."
- ❖ Don't plan activities just for publicity.
- ❖ Give equal opportunities to everyone and identify the less active one. Try giving importance to them and make a platform to grow them also.
- ❖ Make college always live with programs and always motivate students for initiation. At Least one program a day will give everyone an opportunity to explore themselves."
- ❖ Need to improve communication Skills -In Both writing and speaking
- ❖ Creating Real Experience -Concentration more on internships Case studies etc
- ❖ Project Topics are Based out of company crises "
- ❖ I don't recall ever being told that if I received a job through placement, if I wanted to apply for a new job, I could only do so with a specific percentage increment. However,

after placement began, these details were discussed. Definitely state these kinds of facts out front.

❖ More case study should be practiced and students should be aware about the new trends and job opportunities other than the usual.

❖ Try to add real life management games and events so that they can understand what is happening outside other than the theoretical studies.

❖ Add soft skills. Enhance with more specific career based certification courses for placement.

❖ Practical Lectures   influence students more

❖ Improving academic workshops like SAP, EXCEL, TQM, and advanced management skills.

❖ Advanced Infrastructure and Developing College premises will be shown to be professionalism and encourage more students."

❖ Reduce the fee structure and the intake of admission and make it as previous otherwise provide them with the best facilities like a best MBA college... LEAD WAS AN EMOTION once... bring lead back to that level...

❖ Sap course is available for our batch but due to corona we didn't receive it properly, Excel class we received was a flop ....in one day....so, upcoming batches please don't hold these to them..... I think the Sap course was a value-added program for our fees. But not received it

❖ Improve infrastructure

❖ Reduce the numbers of students"