



# **CONSOLIDATED STAKEHOLDERS FEEDBACK REPORTS AND ATR FOR THE PERIOD 2021-23**

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LEAD COLLEGE OF MANAGEMENT  
PALAKKAD, KERALA

## Overview:

Greetings from LEAD College of Management.

This booklet contains the following sections:

1. Student stakeholders
  - a. Action taken/planned minutes
  - b. Full analysis of the findings of the survey
  - c. Samples of filled in responses from the stakeholders randomly selected.
2. Faculty stakeholders
  - a. Action taken/planned minutes
  - b. Full analysis of the findings of the survey
  - c. Samples of filled in responses from the stakeholders randomly selected.
3. Alumni stakeholders
  - a. Action taken/planned minutes
  - b. Full analysis of the findings of the survey
  - c. Samples of filled in responses from the stakeholders randomly selected.
4. Recruiter stakeholders
  - a. Action taken/planned minutes
  - b. Full analysis of the findings of the survey
  - c. Samples of filled in responses from the stakeholders randomly selected.

A second review of progress will be undertaken in December 2023 after the academic audit and ISO reviews are completed.

The institute has also witnessed tremendous growth. From a total full time student strength of 360 in 2020 , we will be reaching 750 by the end of 2024.

Correspondingly we are also investing in infrastructure, faculty, resources, classrooms and in digitizing processes and embracing technology to enhance our teaching and learning processes

At LEAD College of Management this is an ongoing process and feedback is also collected both formally using our LMS and information captured through our mentorship system.



**Dr. Thomas George K**  
Director  
October 2024



# **STUDENT FEEDBACK REPORT: ACTION TAKEN DETAILED REPORT OF FINDINGS SAMPLES OF FEEDBACK GIVEN BY STUDENTS**

**Decision Making Group:**

**MINUTES OF MEETING HELD ON March 19, 2023@ 1900 hrs. DMG / 2023: 4/2022-23: STUDENT FEEDBACK**

The detailed report has been shared with the Group. This document summarizes the position statement from LEAD and action taken to mitigate the lacunae.

We have noted the top 6 concerns and addressed them here. Other points will be discussed separately for the academic year 2023-24 later when the changes planned are deployed and a second cycle feedback is taken.

| Survey finding   | Gap noticed   | Action plan/ process deployment   |
|--|---|---|
| Institutes Teaching & Mentoring Process: 75%                       | Faculty strength and training requirements  | New SOPs for mentor-student meetings and incorporating them in the time-table is now being implemented. Additional hire of a counselor is being considered.   |
| Industry interaction/visits provided: 66%                          | There were challenges during the pandemic period.   | Now mandatory internship is also in place. We are planning a series of industry experts to provide additional teaching sessions in the course plans. short-term industry projects and visits have now been undertaken, NIPM activities enhanced. For semester 3, elective-based activities to ensure industry exposure in pipeline  |
| Faculty's Support in identifying student SWOC : 63%                | Proper formal process not deployed  | Placement team now will take over this in terms of skill analysis and development of each student. New mentor mandates create avenues to discuss with students. Early intervention for academic assessments and support in place now due to the internal examination-evaluation-self- assessment in place. A third-party assessment tool has now been bought to help students in this area. |
| Living Accomodation: 71%   | Doubling of intake especially boys in short notice.AY 2021-22 we enhanced intake to 300 and in 2022-23 facilities handled almost 600 full time students | There is major infrastructure development ongoing which will address this issues completely by end 2023. A separate boys block along with faculty accommodation is nearing completion and floorwise occupation has begun. Additionalannex block to expand library and other facilities to be undertaken during the summer break and completed by early 220224                               |
| Institute uses student centric methods for teaching learning : 74% | Faculty skilling and time table constraints   | Faculty training, course plan, delivery and assessments including in-class observations now in place. Additional tools including simulation in place. Faculty mentoring system to be implemented. Re focus of the ABCDE methods to be done. We are awaiting to autonomy, change in university syllabus which severely restricts our ability to change proactively.                          |

|  |                 |                  |
|--|-----------------|------------------|
| <b>Faculty Discussing Student Performance : 75 %</b>   | <b>As above</b> | <b>As above.</b> |
| <b>Additional comments: For the period 2023-24, we have already approval to enhance the full-time faculty on roll. Recruitment has started. Already 9 have been hired and an additional 6 are planned by end-2023 to ensure that the ratio of 1:18 is attained. This will address faculty workload ratio and mitigate and enhance student support.</b> |                 |                  |




**Dr. Thomas George K  
Director**

**March 21, 2023**

**cc: QLEAD**

**Ms . Yasmin, Dr. Krishnakumar and Dr. Umesh Chandrasekhar to close the documentation and briefing of faculty members. FDP calender to be prepared for AY 2023/24.**



# **Student Feedback Report**

**March 2023: End semester 1, MBA 2022-24**

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IQAC CELL

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| Canteen Facilities:81%   | 17        |
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| Campus Environment:86%   | 18        |
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## Overview

A baseline survey of student satisfaction was undertaken for the first year students of the 2022-24 Batch in March 2023. By then the students had experienced life@LEAD for one full semester.

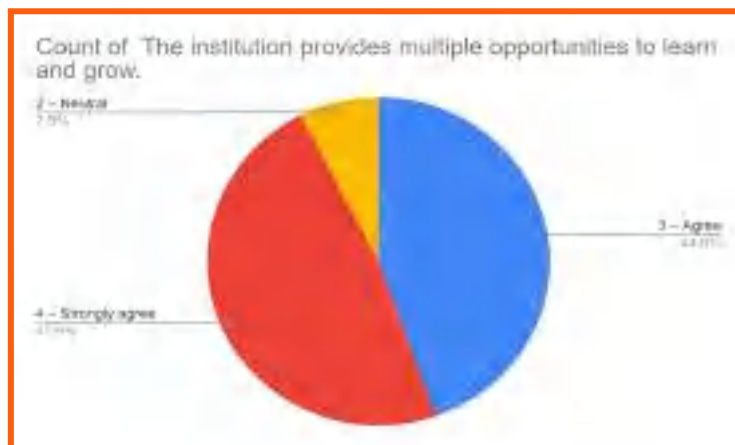
The broad areas were included in the survey were:

- Role of institution in the development of student stakeholders: The satisfaction target score is set at 90%
- Role of faculty in the development of the students: The satisfaction target score is set at 90%
- Students' self-appraisal as to progress towards Program Outcomes: The satisfaction target score is set at 80% for first semester and 90% for subsequent semesters.
- Students' feedback about Life@LEAD: The satisfaction target score is set at 80% for the first semester and 90% for subsequent semesters.
- Additional feedback

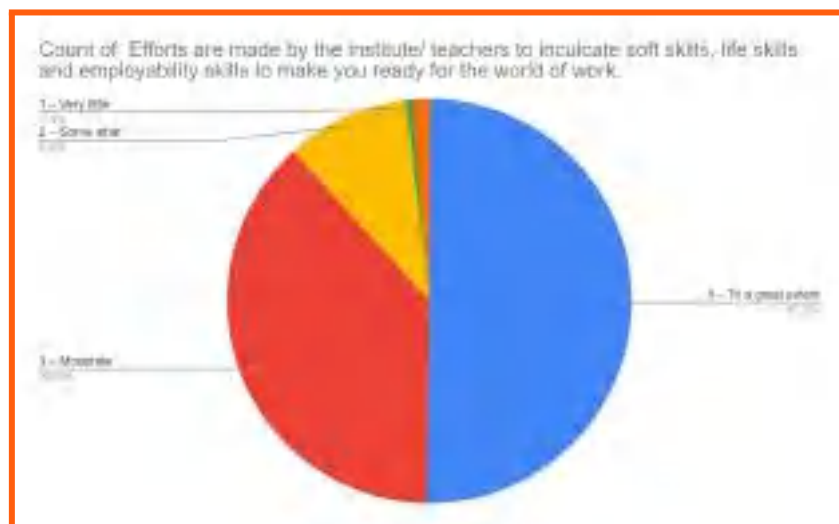
The satisfaction target score is measured by adding the scores of the top 2 responses ( Good-Very Good, Yes,-Definitely Yes). **Some critical items have been red flagged if the response scores are skewed .** Scores below that have been analyzed and observations and recommendations included for further discussion/action.

## Role of Institution

Institute Providing Learning and Growth Opportunities: 92%

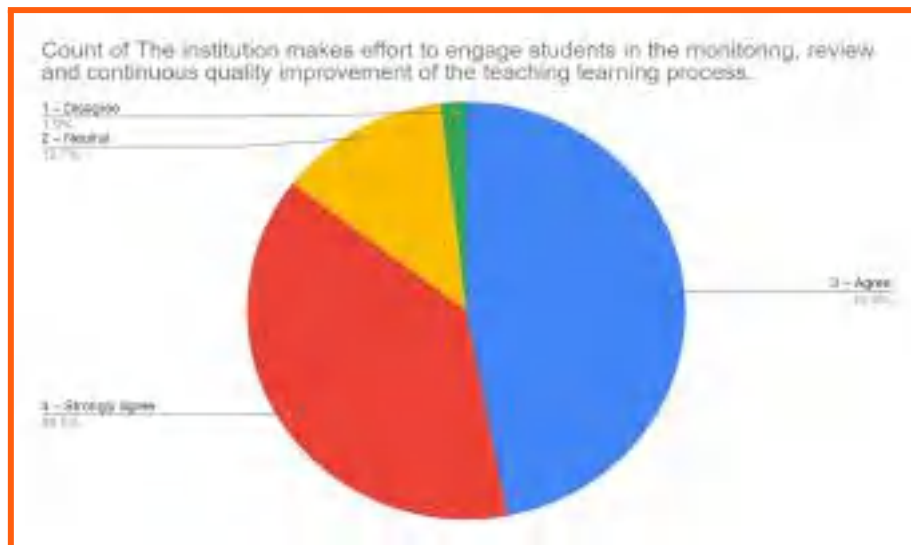


Institute's Efforts to Make students work ready : 88%



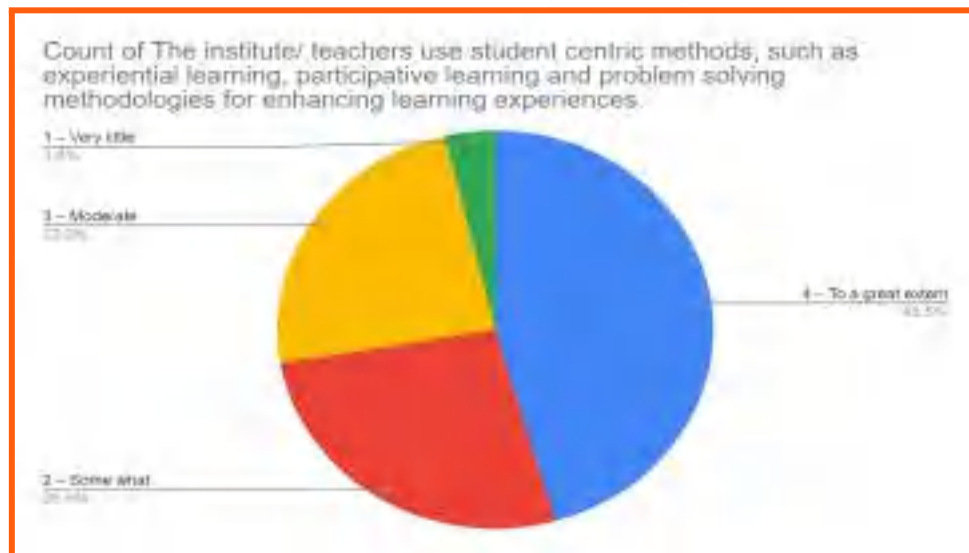


## Institute Engaging Students in teaching learning Process: 84%



Three insights were reflected: There was no mechanism for students to contribute during the semesters. Mentors could be used to collect feedback and share with the management. There was also a view that some consultation/notice could be considered when setting up internal exam schedules/tests and the very short timeframe they have to review their marks..

## Institute uses student centric methods for teaching learning : 82%



This is accepted. The corrective measures put in place are the following:

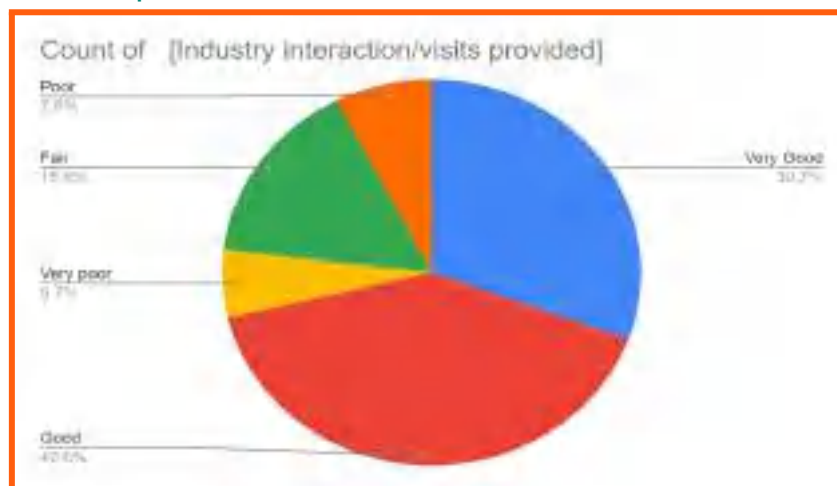
- A thorough review of the course plan, delivery assessment process for semester 1 & 3 has been completed and steps to incorporate the above in semester 2 and 4 have been initiated. IQAC also proposes to hold training workshops and FDP on T & L skills for the digital age, Operationalising the syllabus: Strategies and Challenges.

## Institutes Teaching & Mentoring Process: 78%



The concept of mentoring in a b-school context per se, calls for training for faculty and also development of skill sets to deliver the role of mentorship effectively. It is to be mandated that faculty undergo training in mentoring skills and EI as a foundation for enhancing mentorship role and efficacy.

Industry interaction/visits provided: **81%**



## Placement Training: 85%



This has not been flagged as placement training in the first semester is introductory in nature.

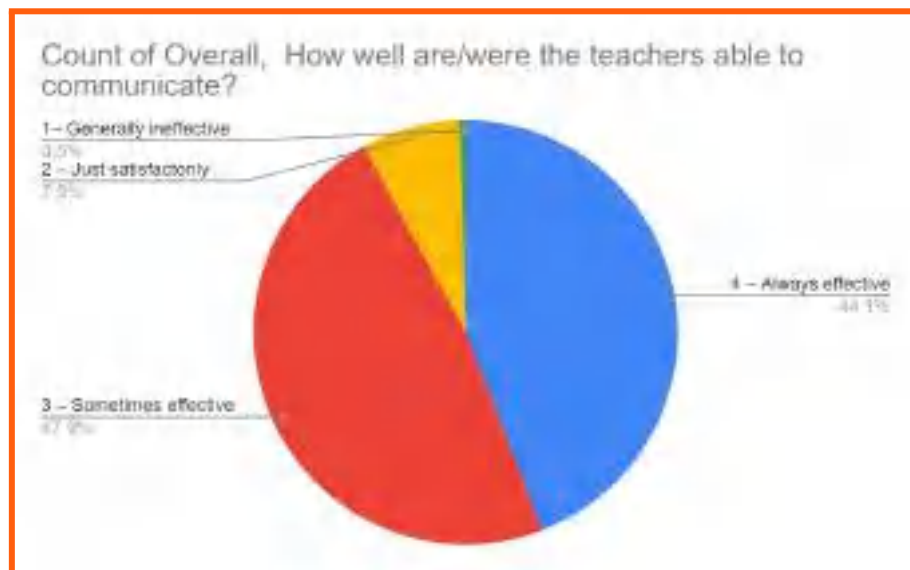
## Mentoring Support: 88%



This has been flagged as it is faculty driven and a vital component of the institute's value proposition.

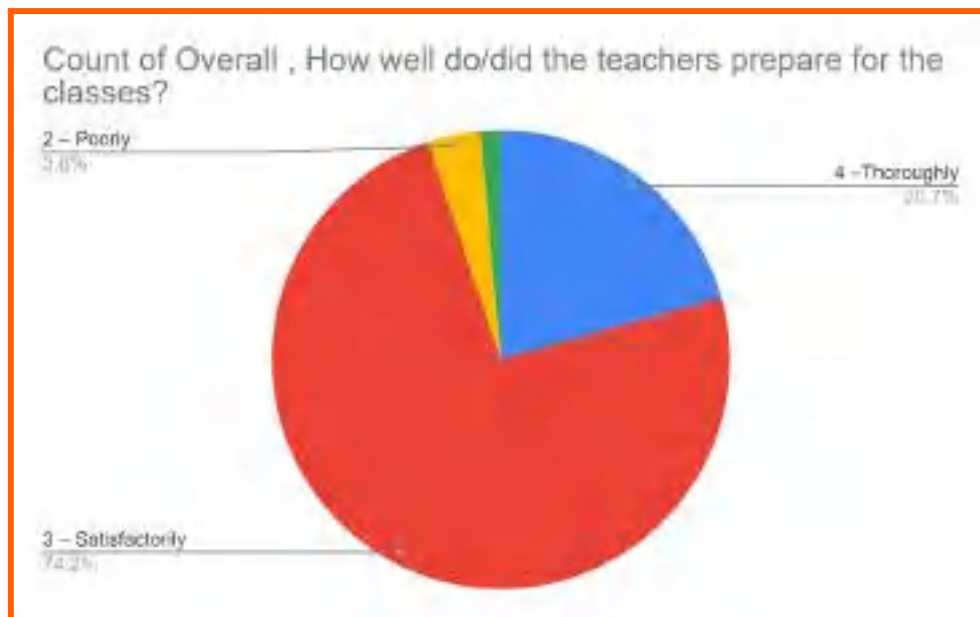
## Role of Faculty

### Faculty's Ability to Communicate: 92%



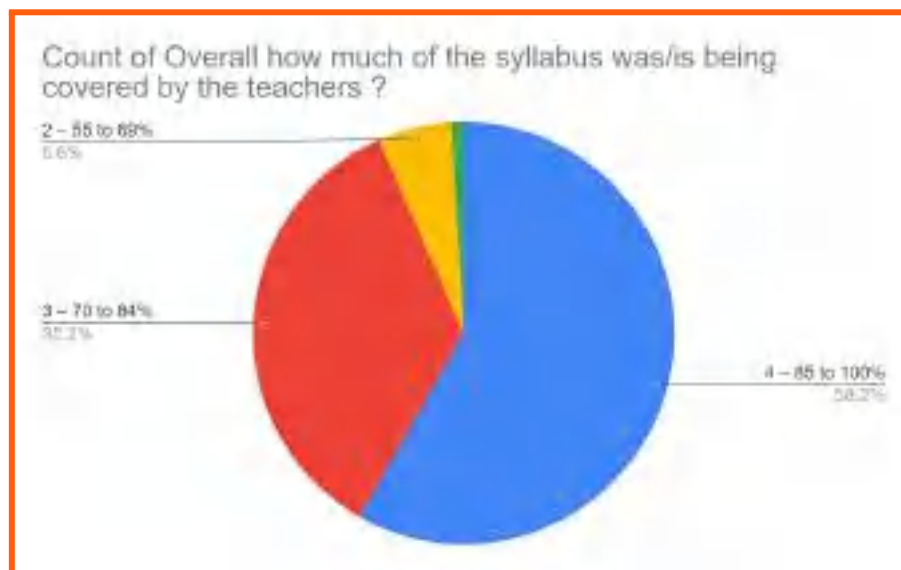
This must be contextualized with additional feedback given: *Communication: It is important to lead by example. If the student community is expected to improve language and communication. It is important for the faculty to be levelled up too. It is not required for the faculty or the students to speak in English all the time. But at least during class and the presentations prepared by the faculty and the language they use should be put under scrutiny.*

### Faculty's Class Preparedness: 92%



This is an important score and hence is red-flagged. The score for thoroughness should have been at least 40-45%. A review is to be called for and lesson/session plan to be mandated and delivered to the class before each session.

Faculty's Coverage of Syllabus: 93%



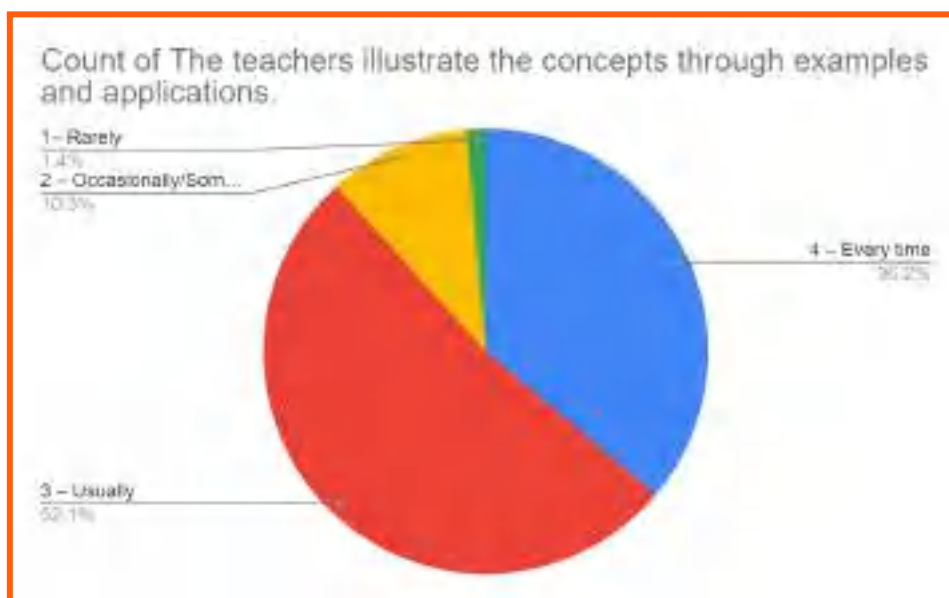
The split module teaching seems to indicate that all faculty did not cover extensively each and every module. It is also possible due to late semester start and other off-campus activities, there was some pressure to complete the syllabus. This is being reviewed and time-table alignments proposed.

## Faculty's Conveying CO PO for subject: **88%**



This is accepted. Now each course plan will be prefaced with the Vision-Mission-PO-CO map and the first session will include this orientation and mapping expectations etc. to help students understand what is expected.

## Faculty's Use of Examples and Applications: **88%**

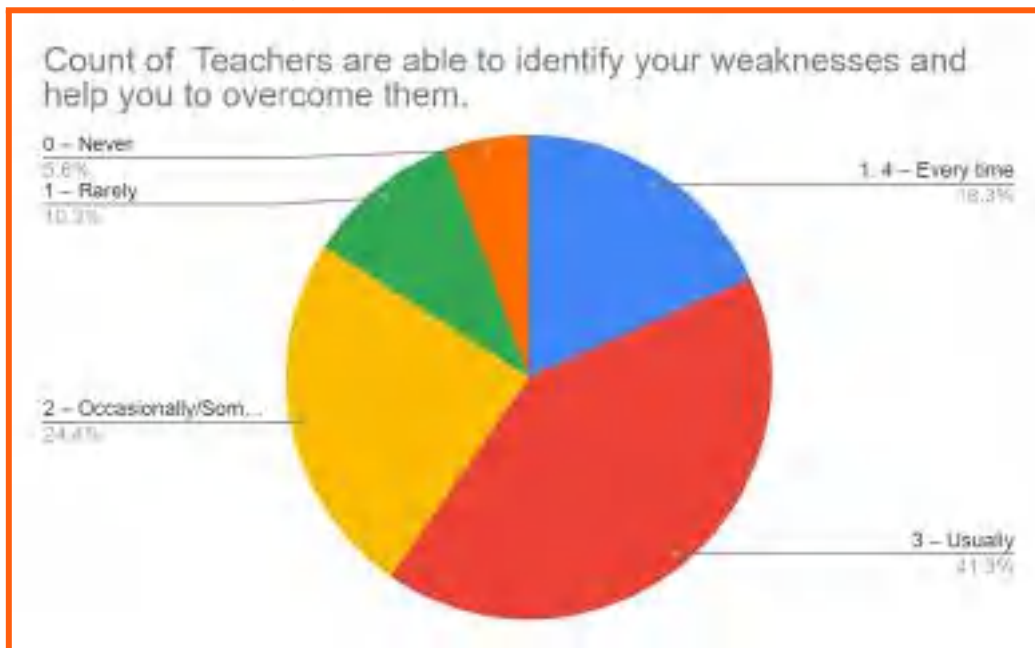


There is scope for major improvement here. Indicatively, faculty training and mentoring is called for, micro-teaching and shadow teaching strategies and support in course and lesson planning to incorporate examples to be considered. This is an “operationalizing the syllabus” challenge where faculty with little or no industry exposure need to engage with this facet.

## Faculty's Support in identifying student SWOC: 1 : 83%



## Faculty's Support in identifying student SWOC 2 : 62%

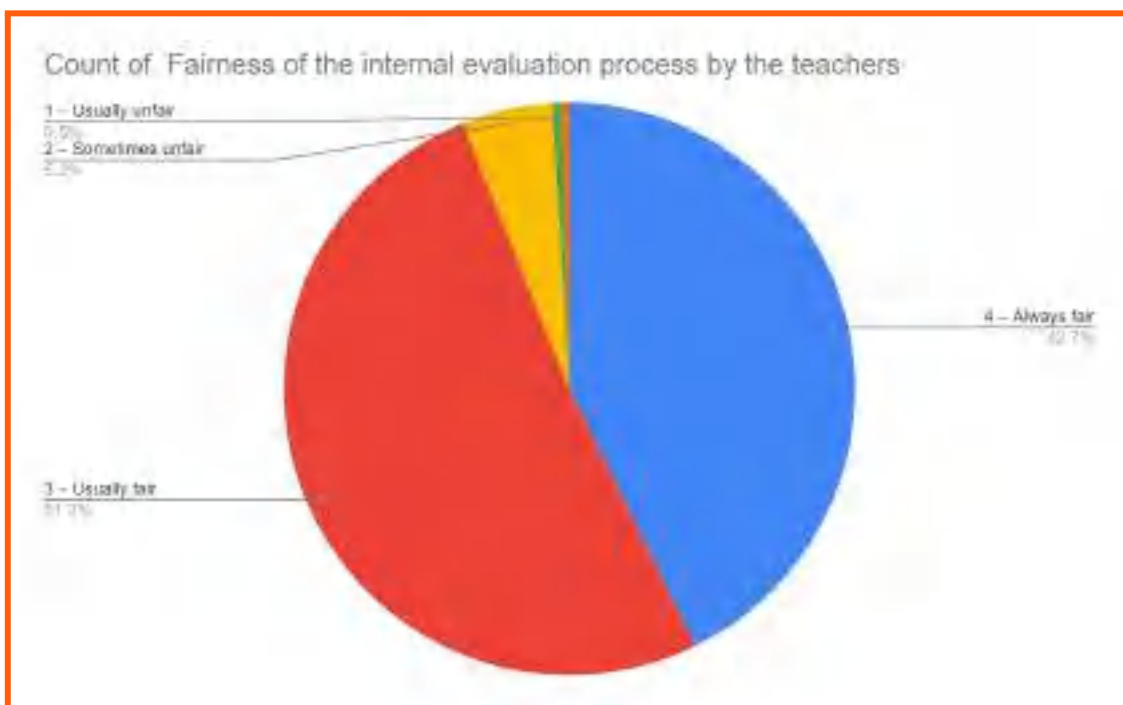


Parallely, a review of course delivery by faculty for Semester I & 3 was held . Time was stated as a constraint. Assignments and tests conducted and evaluated could not be shared in a classroom context and a general post-assessment debriefing , sharing of best practice/best in class assignments was an exception rather than a rule. This should be encouraged as it creates transparency, assures students that their peers can also help them learn and create T&L strategies for the set of students who need additional support.

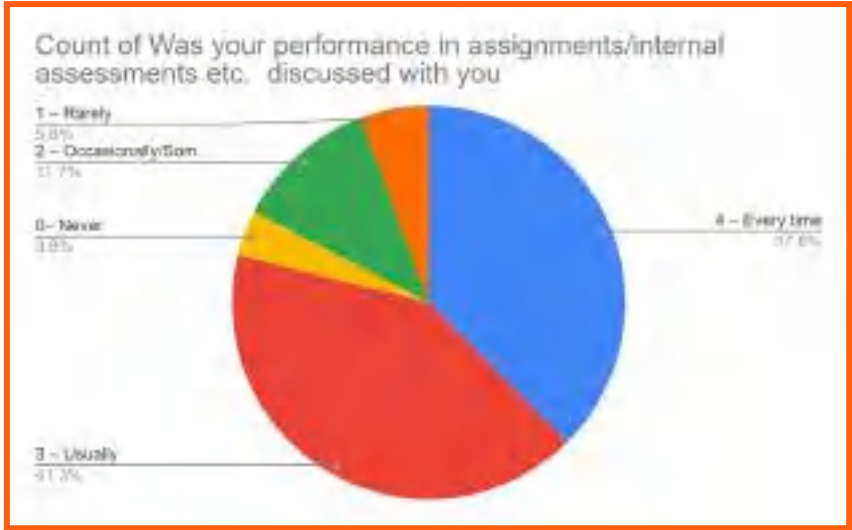
## Faculty's Encouragement to participate in ExtraCurricular Activities : 83%



## Faculty's Fairness in Evaluation : 93%

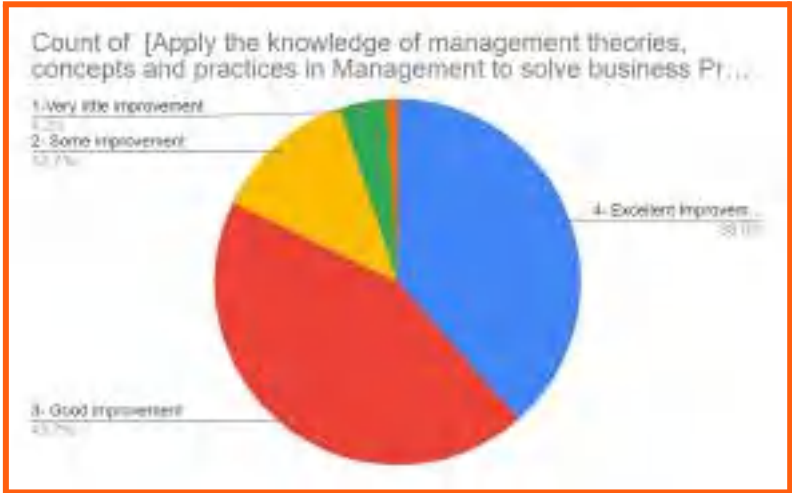


Faculty Discussing Student Performance : 79 %

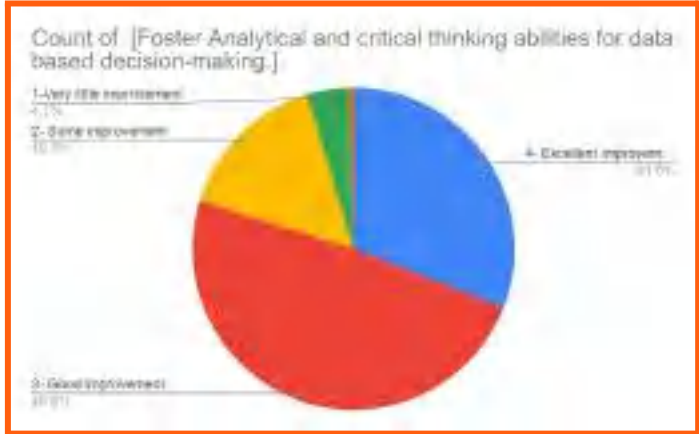


Students' self-appraisal of POs achievement level

PO1: Problem Solving: 82%



PO2: Decision Making: 80%

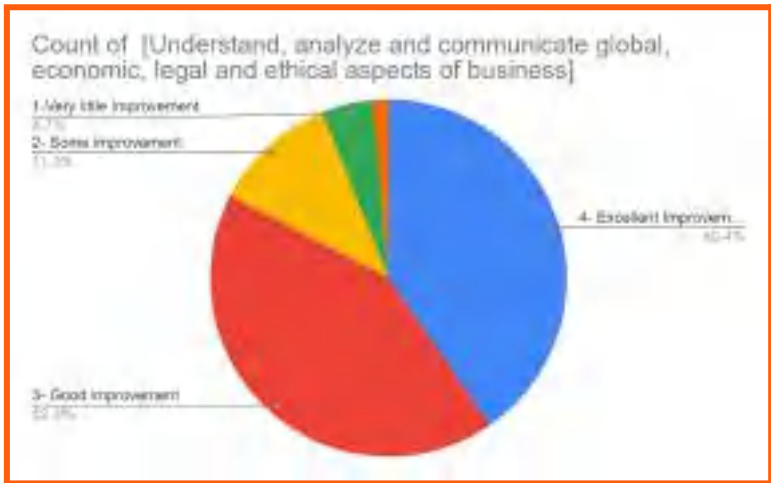


PO3: Value Based Leadership: 80%





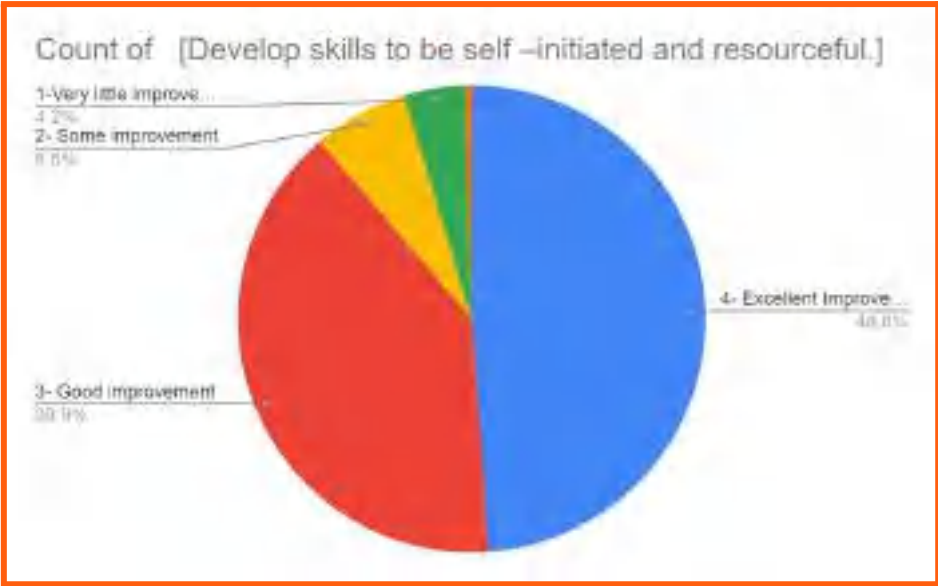
PO4: Communication: 82%



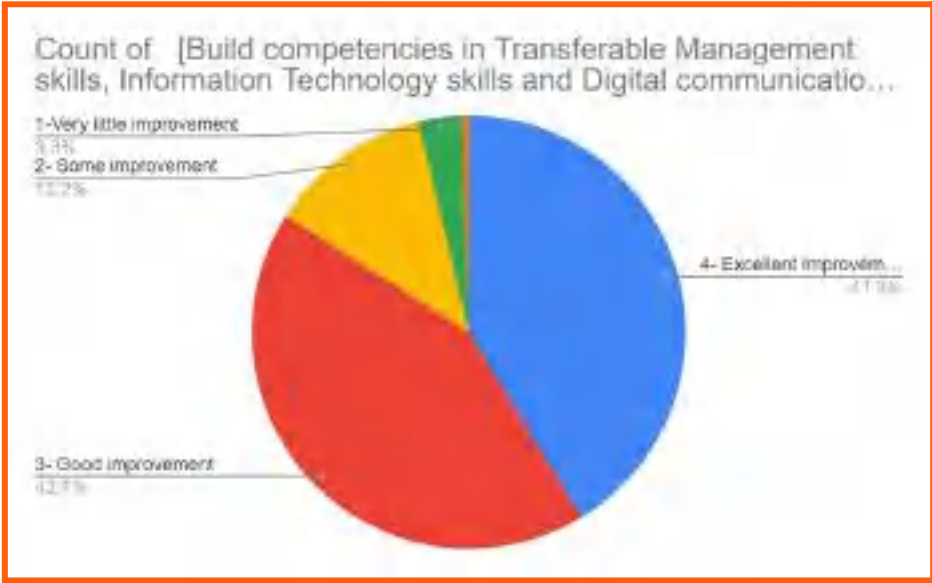
PO5: Teamwork: 84%



PO6: Self Initiative: 88%

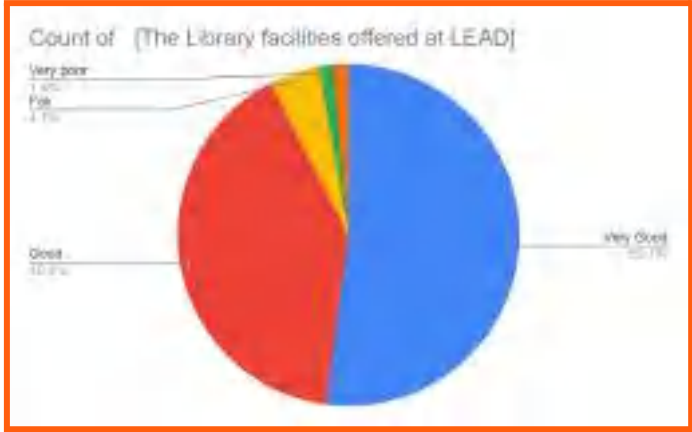


PO7: Transferable skills: 84%



## Students' feedback about Life@LEAD

Library Facilities: 92%



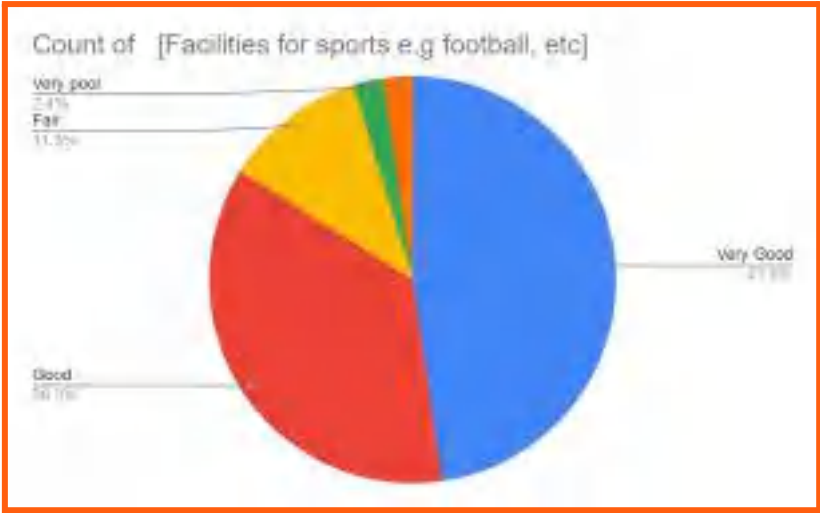
Classroom Facilities: 90%



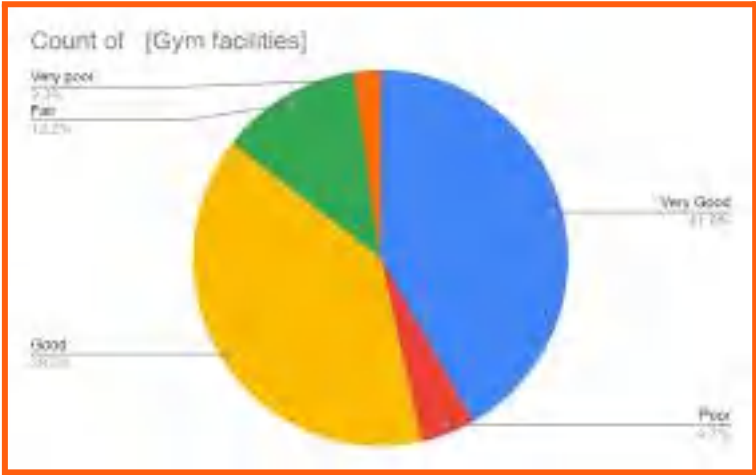
Living Accomodation: **67%**



Sports Facilities:84%

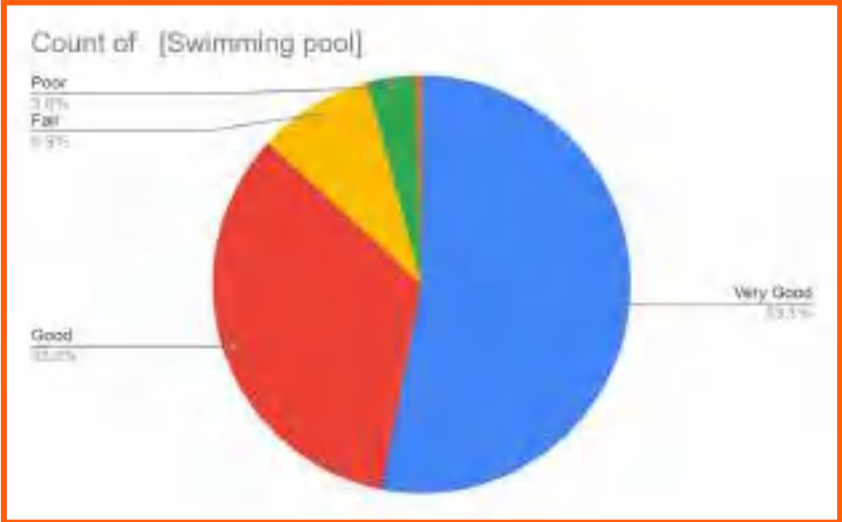


Gym Facilities:81%



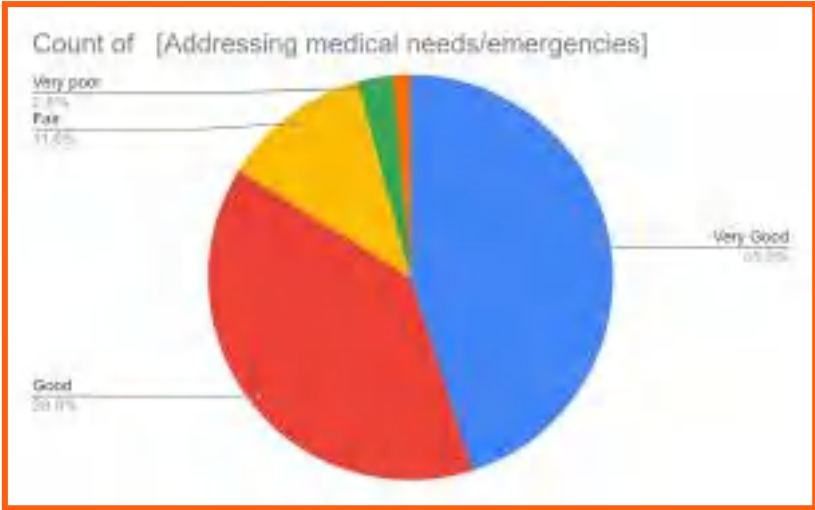
Additional comments:*The gym is inconvenient. The punching kit is placed on the basketball court making the practice not possible. Everyone kicks it with shoes and Chappel makes the kit damaged. There is a cut on the lower side. Provide a large area for gym and practice. Or install a separate iron rod for punching kit.*

Swimming Pool: 87%

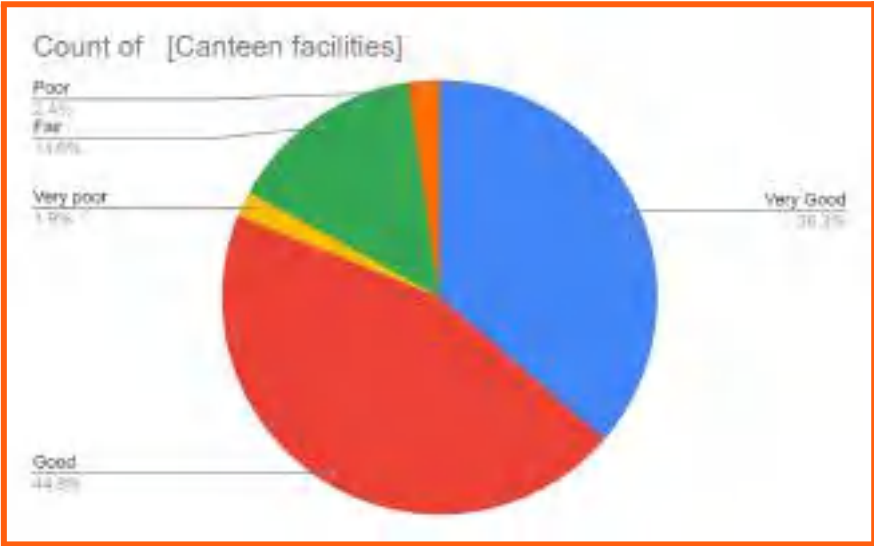


Additional comment :*Swimming pool: proper cleaning and filtration to be improved*

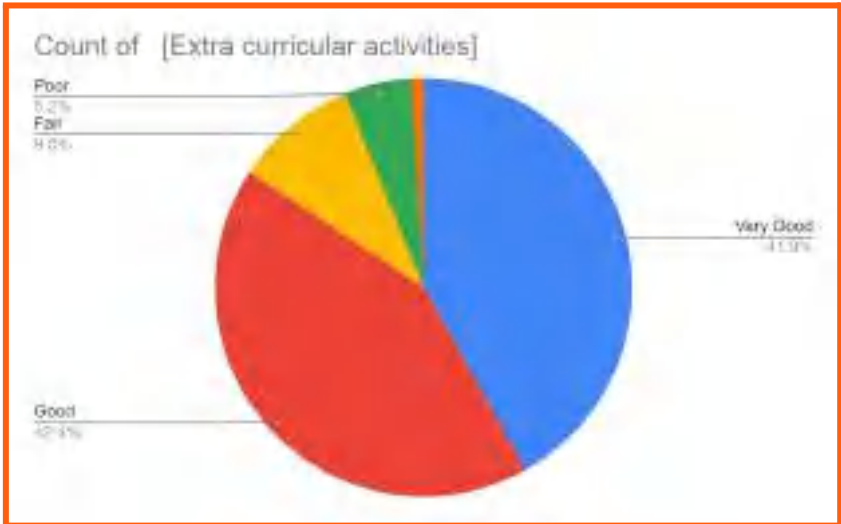
Addressing Medical Needs:84%



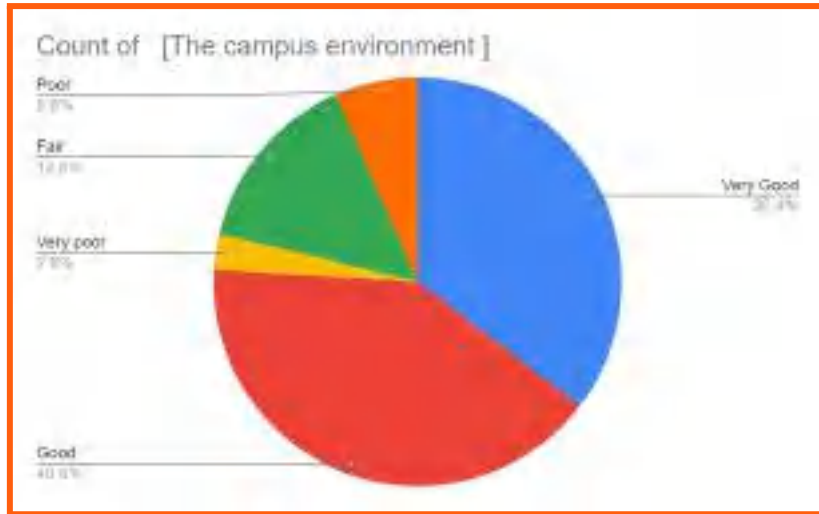
Canteen Facilities:81%



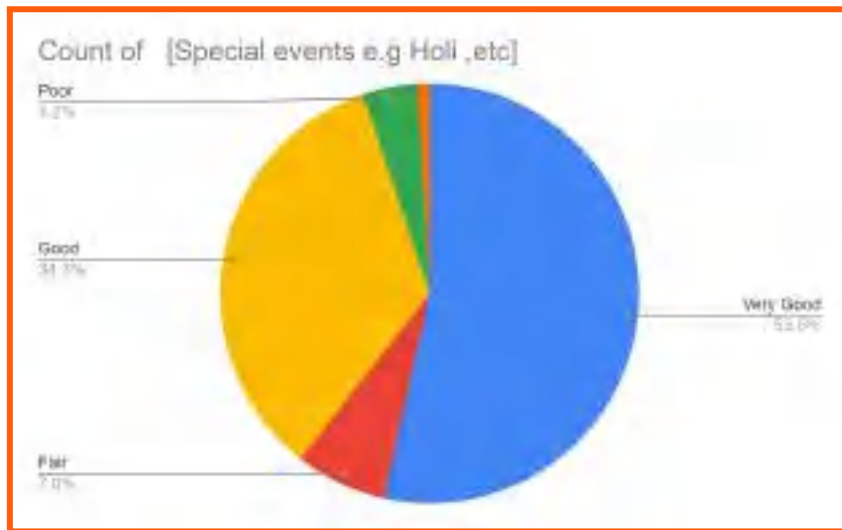
Extra Curricular Activities:84%



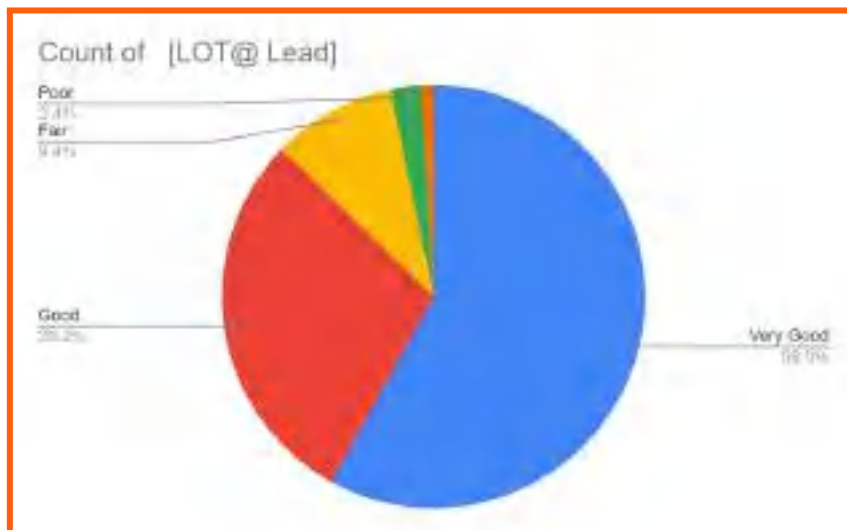
Campus Environment:86%



Campus Celebration of Events :88%



LEAD Operational Team Experience :87%



Summative Question: Will You Recommend LEAD?: **55%**



As this is a first semester assessment, there are bound to be some challenges to address for the institution. Edn program assessment values should be higher,



# Student Feedback Report

**March 2023: End semester 3, MBA 2021-23**

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Dr. Umesh Chandrasekhar  
IQAC CELL



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| LEAD Operational Team Experience :82%                                      | 16        |
| Would you recommend LEAD to others ? 70%                                   | 16        |

## Overview

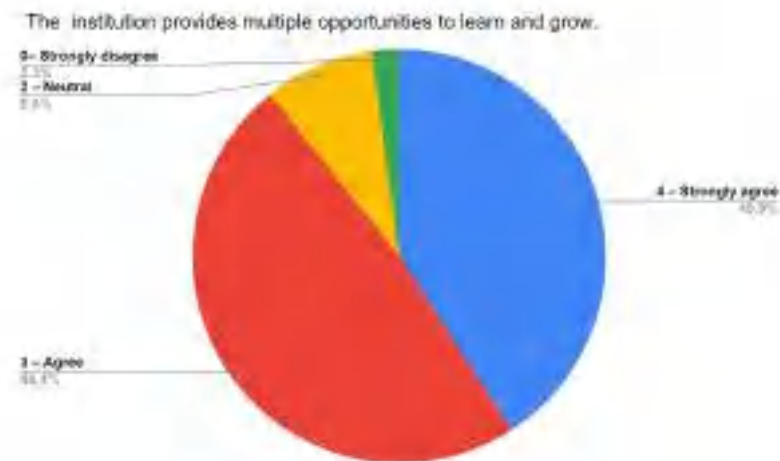
A baseline survey of student satisfaction was undertaken for the first year students of the 2021-23 Batch in March 2023. By then the students had experienced life@LEAD for three full semesters. N= 287 and sample achieved was 107 with 93 fully completed.( 33% of the students responded)

The broad areas were included in the survey were:

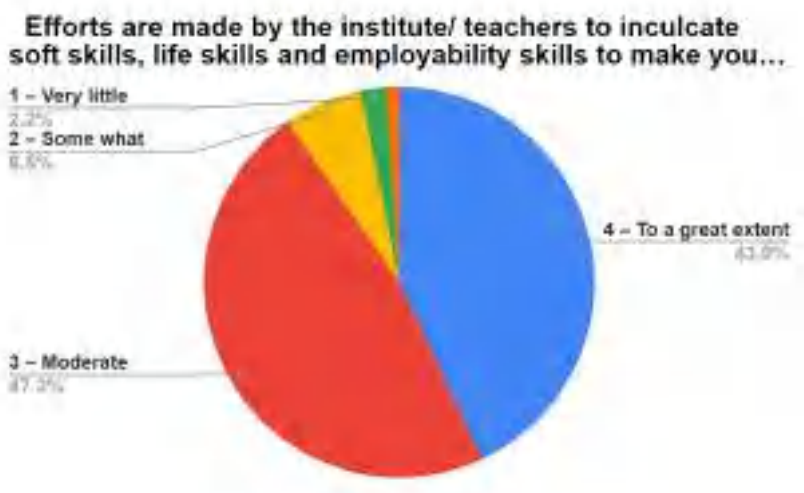
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## Role of Institution

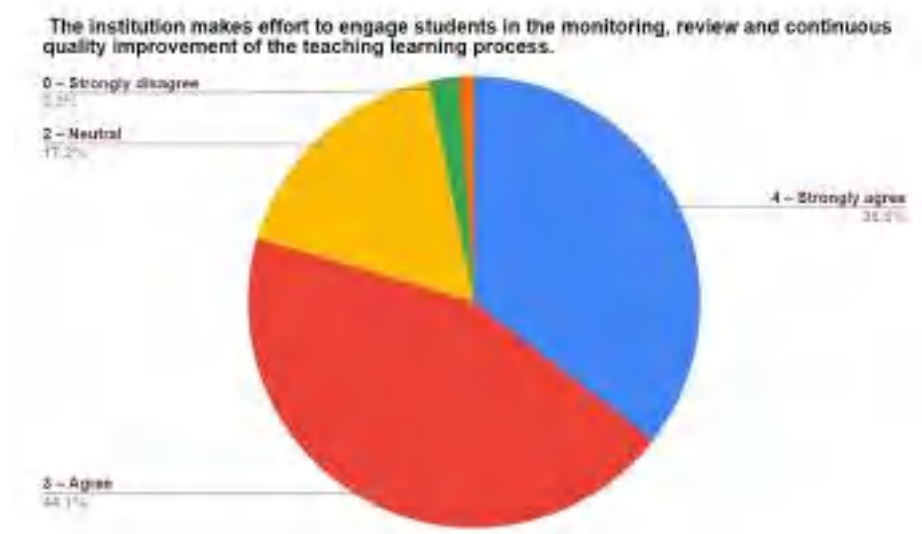
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Institute's Efforts to Make students work ready : 90%

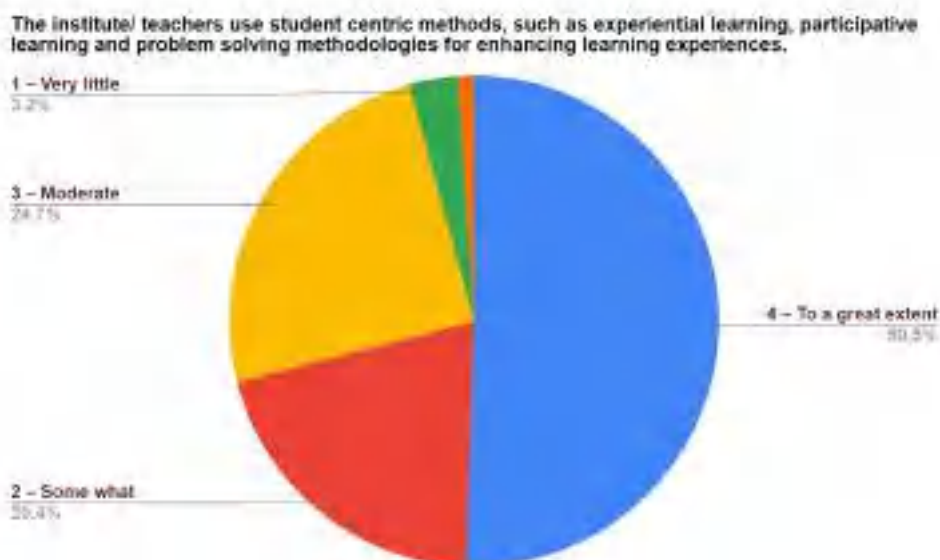


## Institute Engaging Students in teaching learning Process: 79%



Three insights were reflected: There was no mechanism for students to contribute during the semesters. Mentors could be used to collect feedback and share with the management. There was also a view that some consultation/notice could be considered when setting up internal exam schedules/tests and the very short timeframe they have to review their marks. This is similar to the first year feedback.

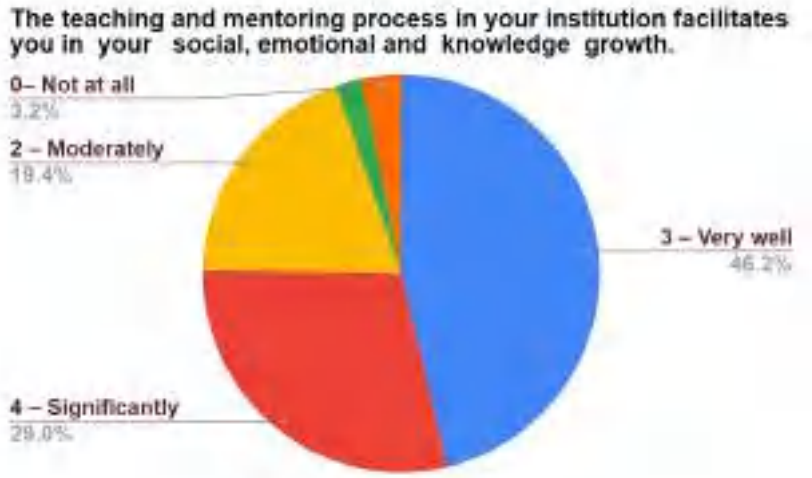
## Institute uses student centric methods for teaching learning : 74%



This is accepted. It is also reflected in the first year feedback, The corrective measures put in place are the following:

- a. A thorough review of the course plan, delivery assessment process for semester I &3 has been completed and steps to incorporate the above in semester 2 and 4 have been initiated. IQAC also proposes to hold training workshops and FDP on T &L skills for the digital age, Operationalising the syllabus: Strategies and Challenges. More training and emphasis is called for.

Institutes Teaching & Mentoring Process: 75%



This re emphasizes the need to train and strengthen the teaching learning and mentoring process

Industry interaction/visits provided: 66%



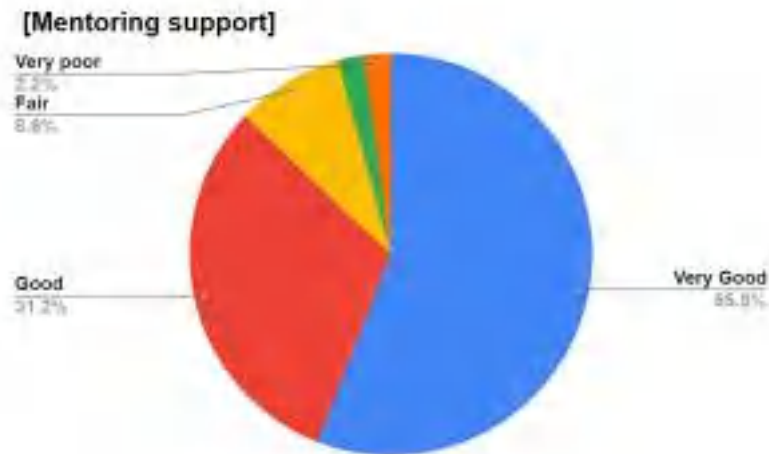
This is red-flagged and needs attention for AY 2023-24

Placement Training: 72%



This is red flagged. Now a new team is in place and third party training has been strengthened . More attention is needed and training should be incorporated in the mainstream time table itself .

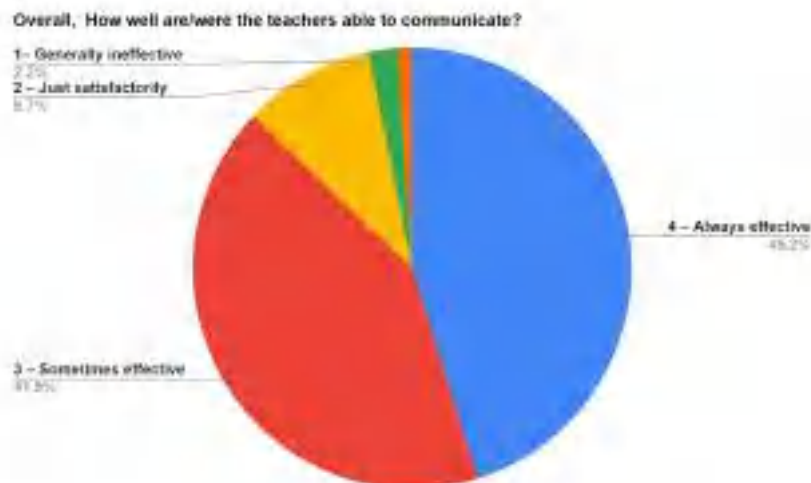
**Mentoring Support: 87%**



This has been flagged as it is faculty driven and a vital component of the institute's value proposition. Training and work credit is needed.

**Role of Faculty**

**Faculty's Ability to Communicate: 87 %**



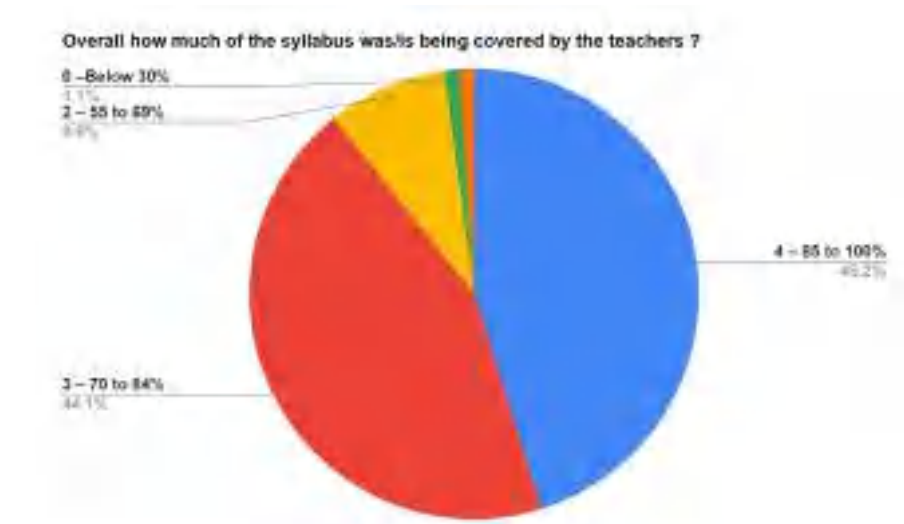
The quality of communication and the use of local language poses a problem. Teachers need training.

## Faculty's Class Preparedness: 89%



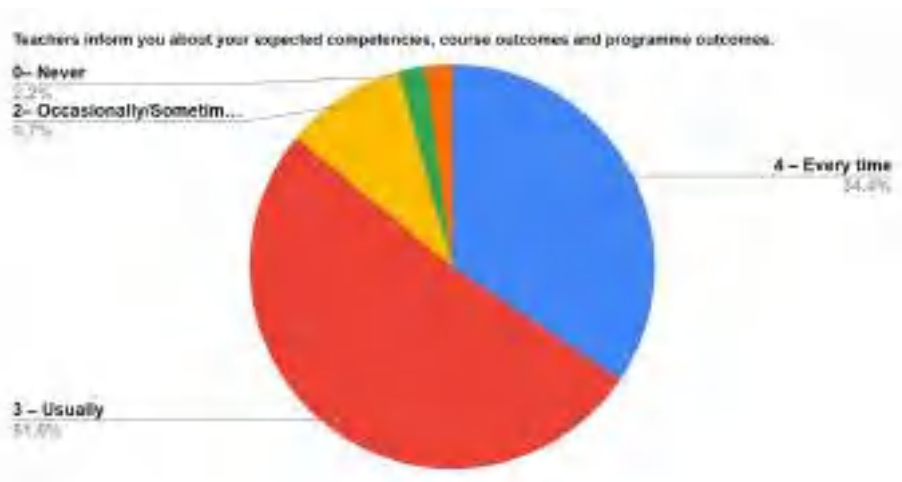
This is an important score and hence is red-flagged. The score for thoroughness should have been at least 40-45%. A review is to be called for and lesson/session plan to be mandated and delivered to the class before each session. Course plan delivery and audit is now in place to ensure this process is improved, it also includes in-situ observation.

## Faculty's Coverage of Syllabus: 90%



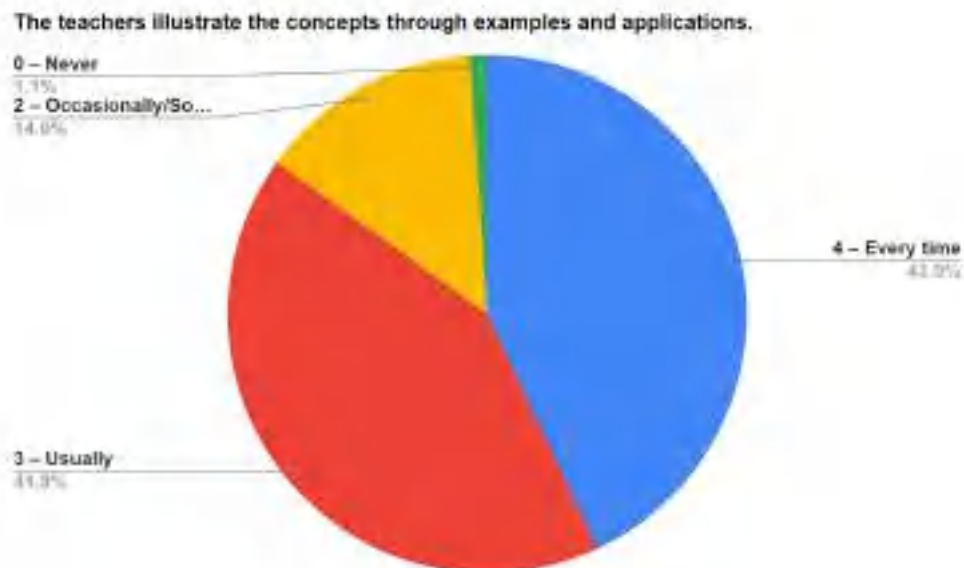
The split module teaching seems to indicate that all faculty did not cover extensively each and every module. It is also possible due to late semester start and other off-campus activities, there was some pressure to complete the syllabus. This is being reviewed and time-table alignments proposed. This is an across the semesters issue to be resolved.

## Faculty's Conveying CO PO for subject: 86%



This is accepted. Now each course plan will be prefaced with the Vision-Mission-PO-CO map and the first session will include this orientation and mapping expectations etc. to help students understand what is expected. Also course plan detailing and ensuring students get copies at the start of semester is now in place.

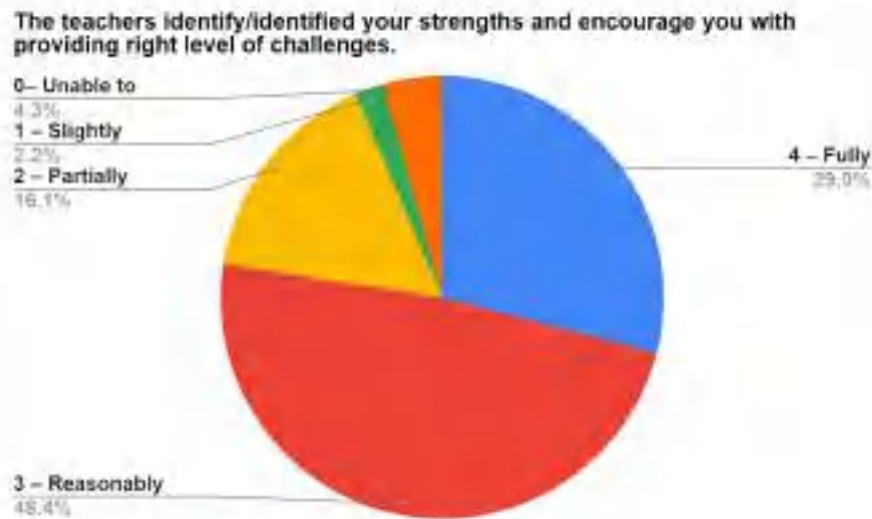
## Faculty's Use of Examples and Applications: 85%



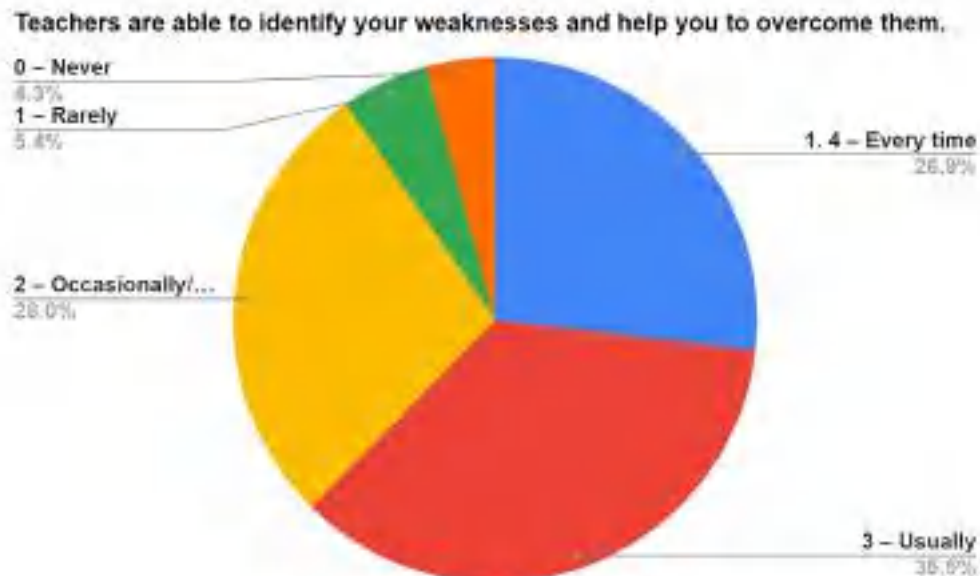
There is scope for major improvement here. Indicatively, faculty training and mentoring is called for, micro-teaching and shadow teaching strategies and support in course and lesson planning to incorporate examples to be considered. This is an “operationalizing the syllabus” challenge where faculty with little or no industry exposure need to engage with this facet. FDPs are being initiated in AY 2023-24



## Faculty's Support in identifying student SWOC: 1 :77%



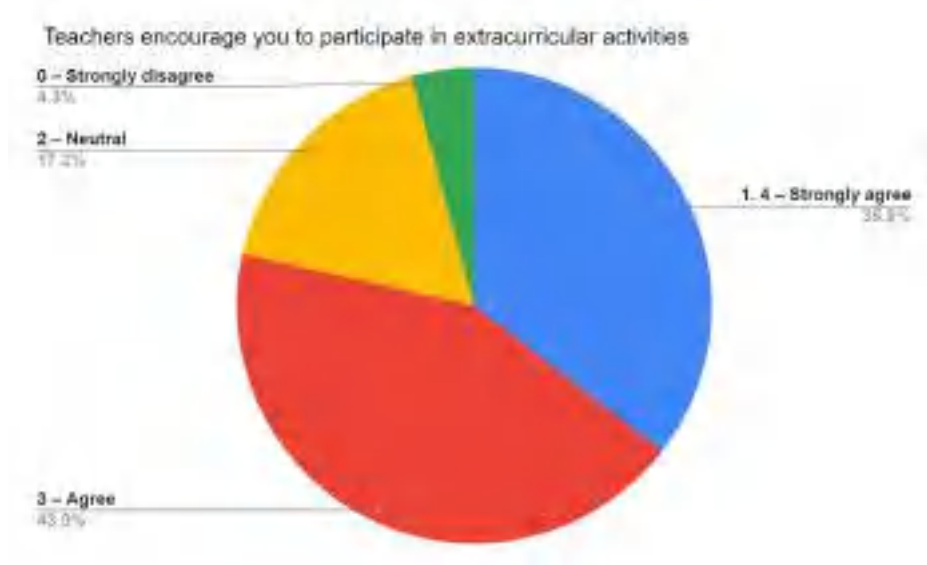
## Faculty's Support in identifying student SWOC 2 : 63%



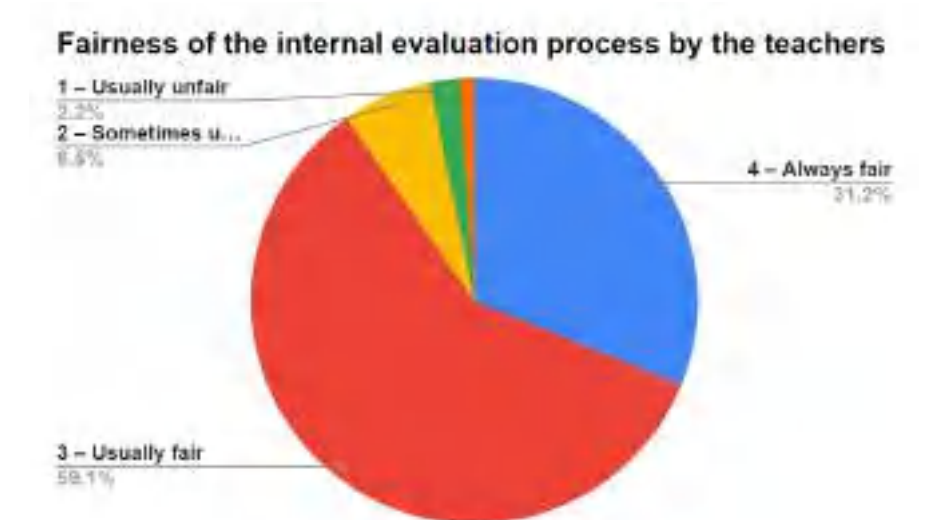
Parallely, a review of course delivery by faculty for Semester I & 3 was held . Time was stated as a constraint. Assignments and tests conducted and evaluated could not be shared in a classroom context and a general post-assessment debriefing , sharing of best practice/best in class assignments was an exception rather than a rule. This should be encouraged as it creates transparency, assures students that their peers can also help them learn and create T&L strategies for the set of students who need additional support. Recommendations similar to the first year feedback responses.



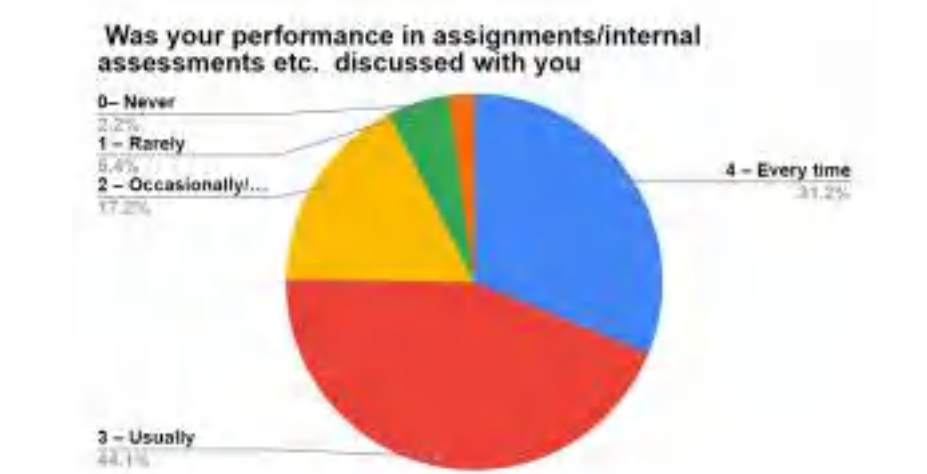
## Faculty's Encouragement to participate in Extracurricular Activities : 79%



## Faculty's Fairness in Evaluation : 91%

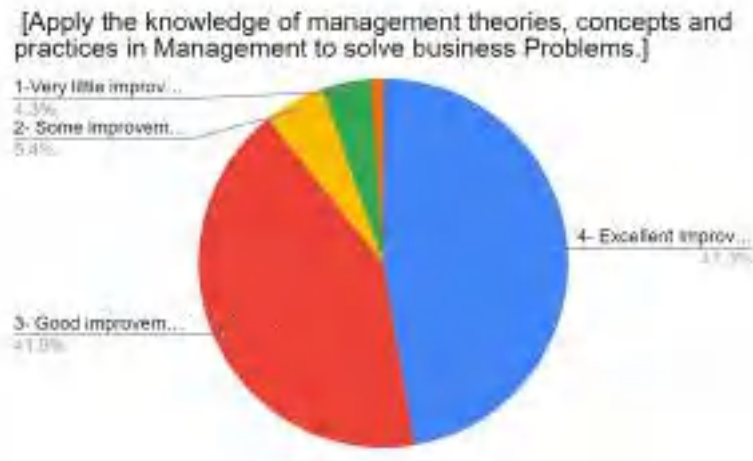


## Faculty Discussing Student Performance : 75 %

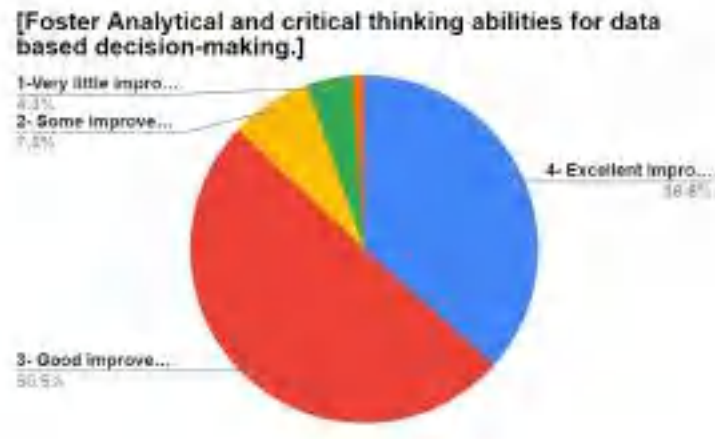


## Students' self-appraisal of POs achievement level

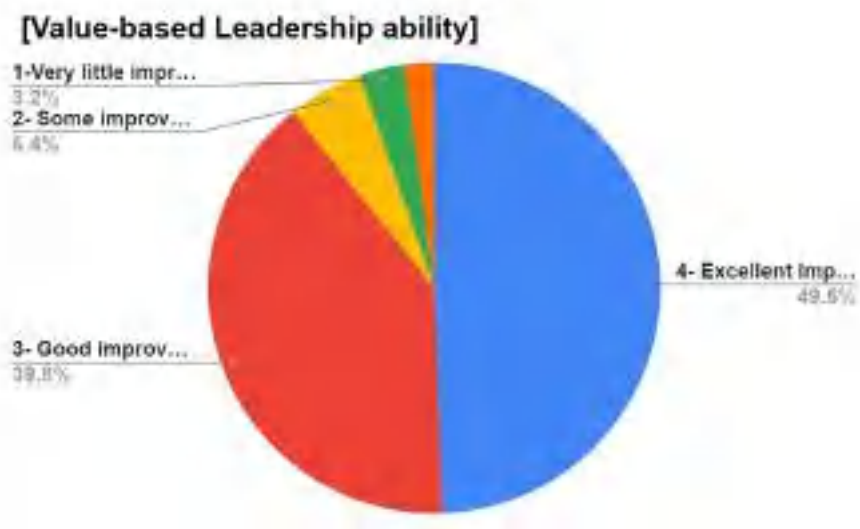
PO1: Problem Solving: 89%



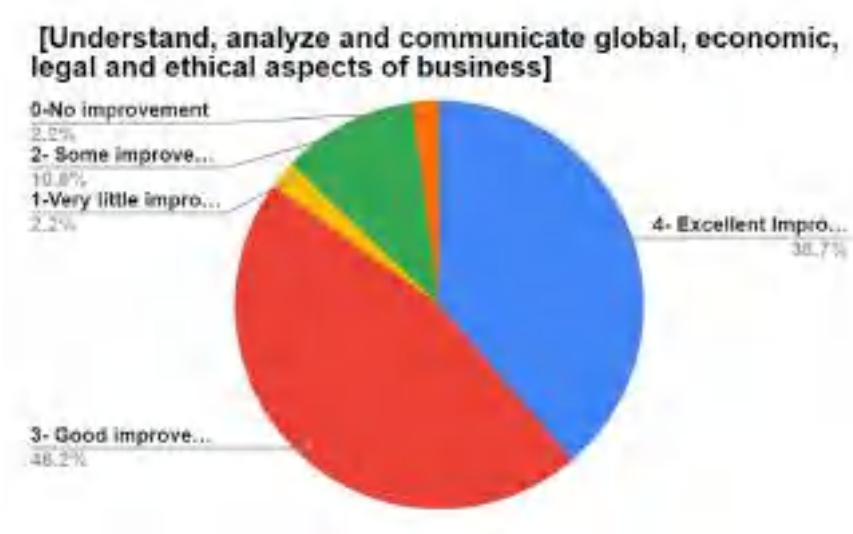
PO2: Decision Making: 87%



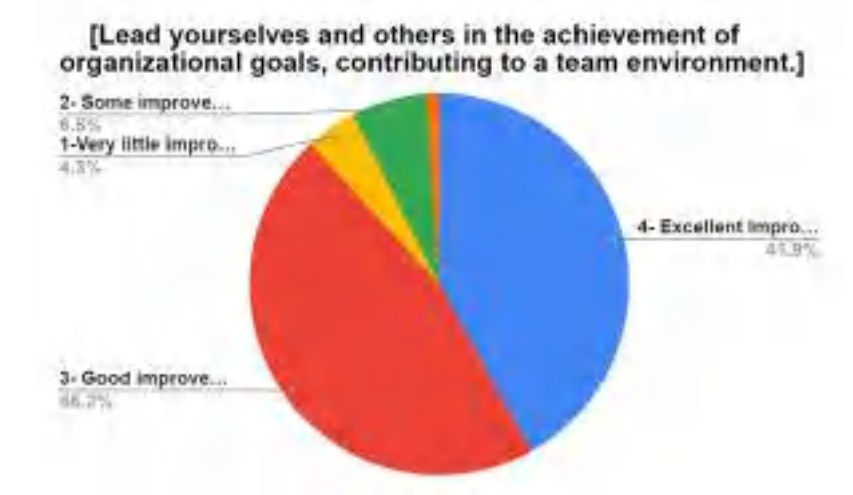
PO3: Value Based Leadership: 90%



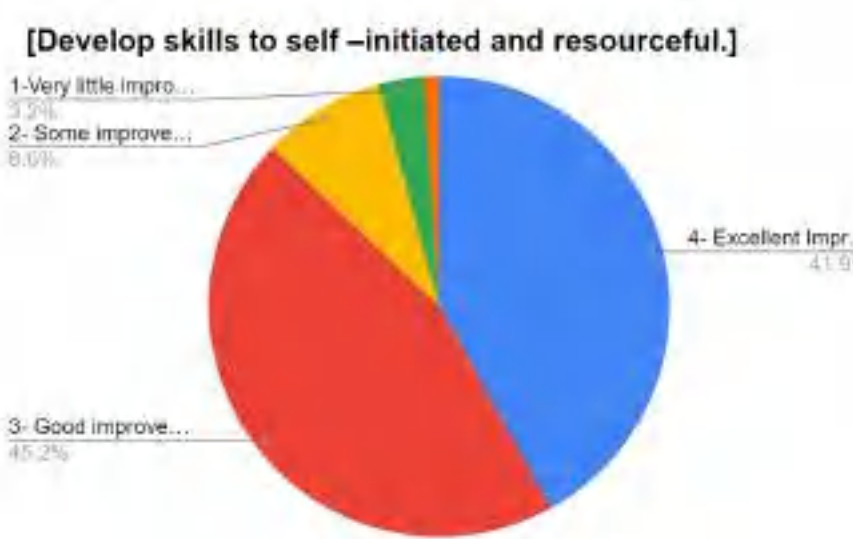
PO4: Communication: 85%



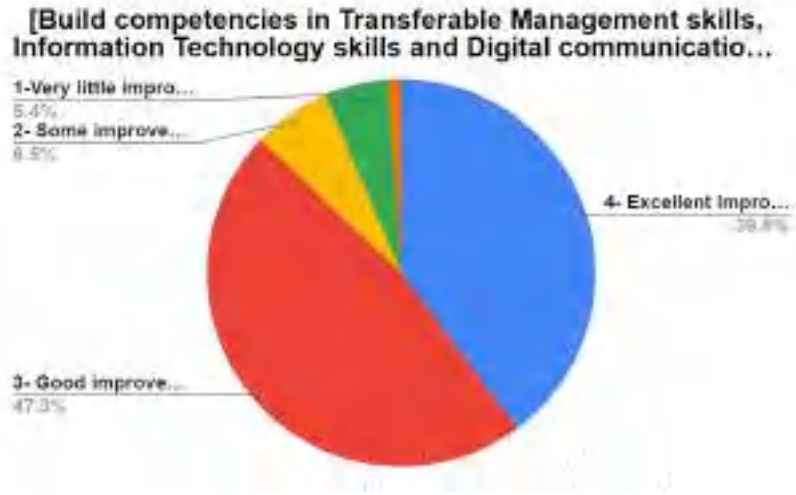
PO5: Teamwork: 89%



PO6: Self Initiative: 88%



P07: Transferable skills: 87%



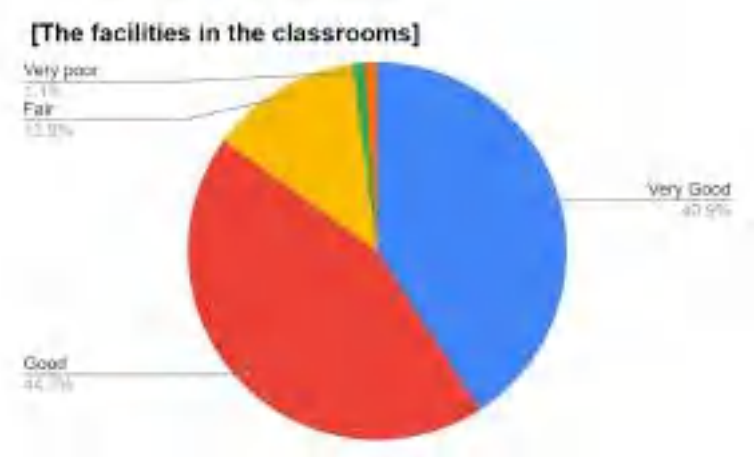
Students' feedback about Life@LEAD

Library Facilities: 81%



Factors stated included cramped space, limited online resources . A new area is being readied to shift library for the AY 2023-24.

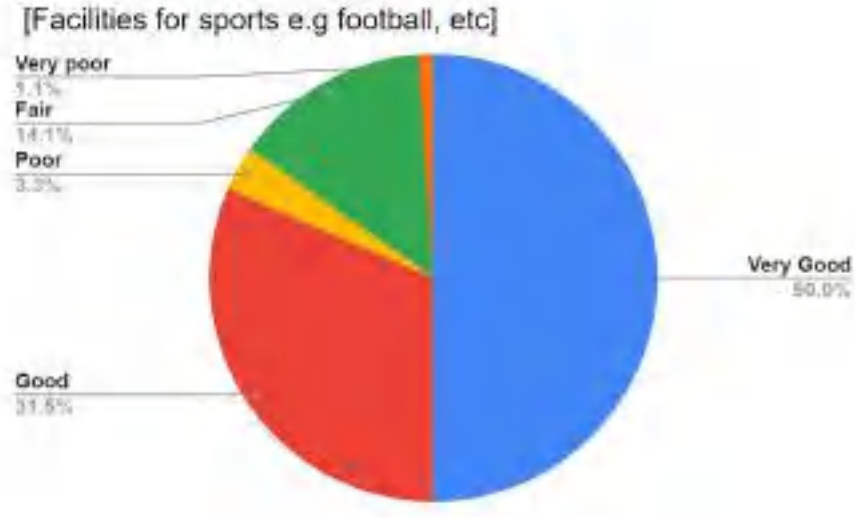
Classroom Facilities: 85%



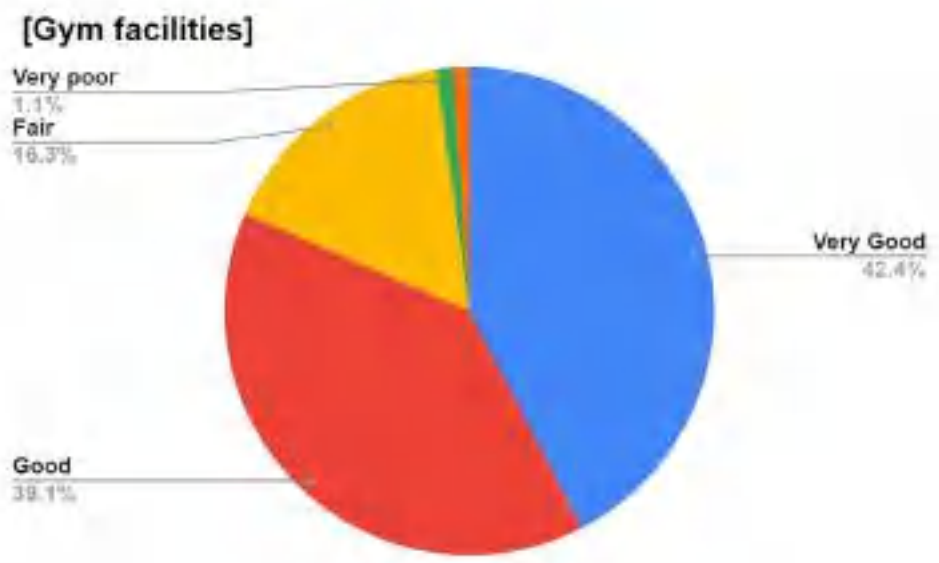
Living Accomodation: 71%



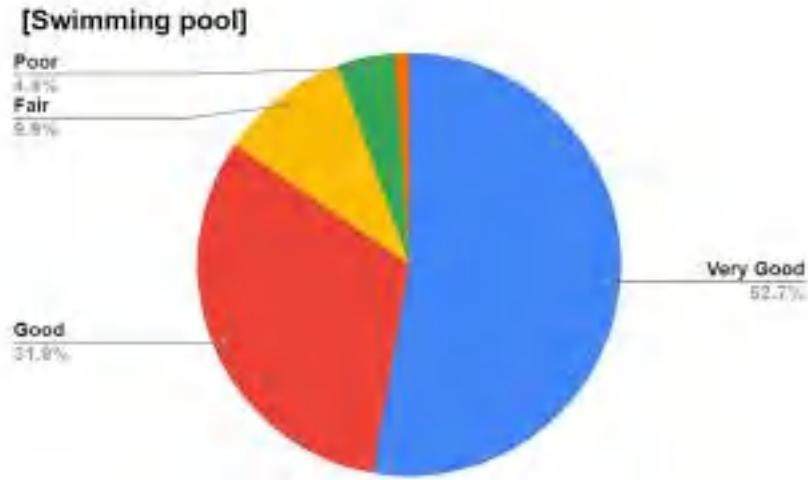
Sports Facilities:81%



Gym Facilities:81%

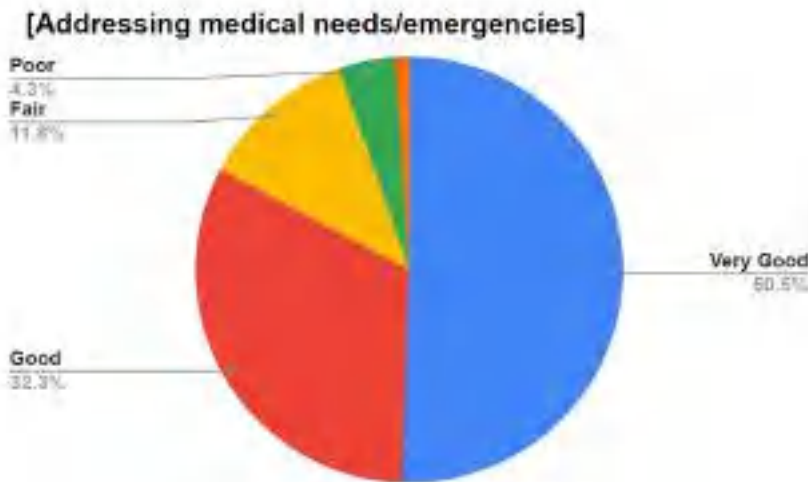


Swimming Pool: 84%

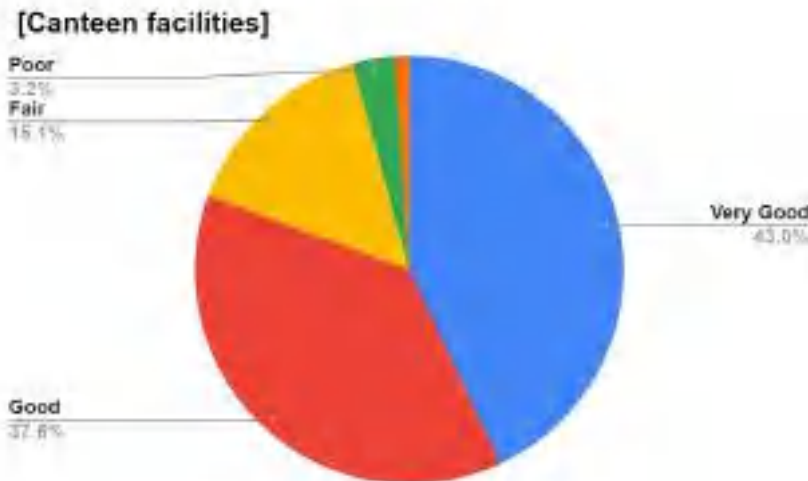


*Additional comment :Swimming pool: proper cleaning and filtration to be improved*

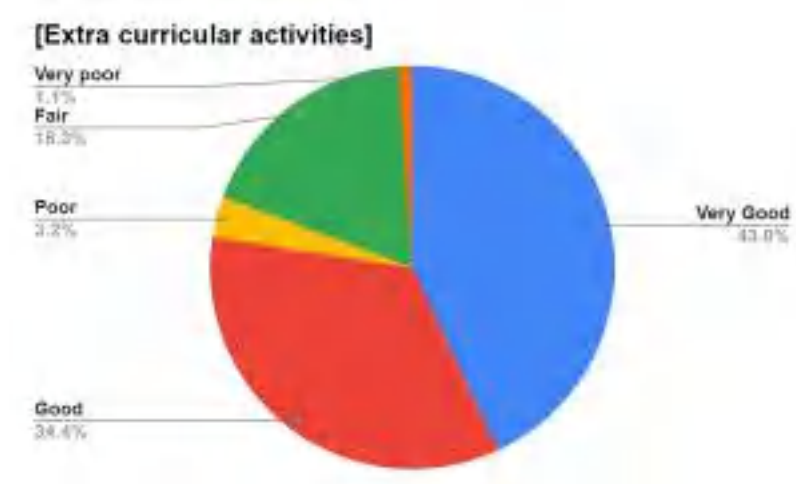
Addressing Medical Needs:83%



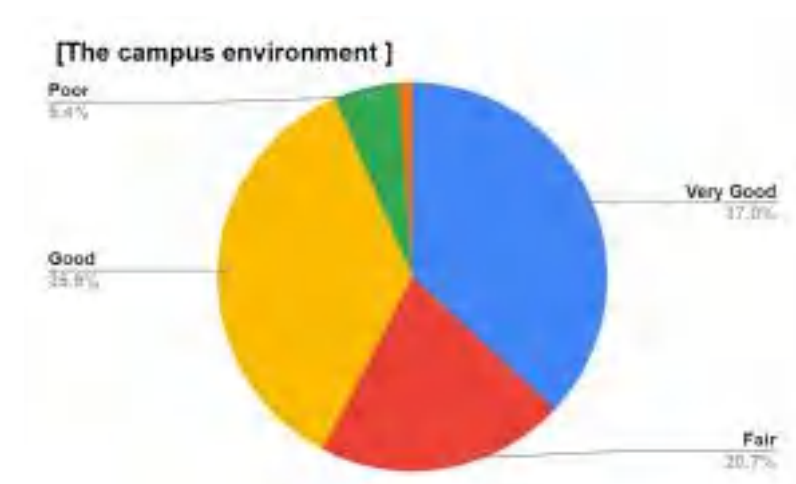
Canteen Facilities:77%



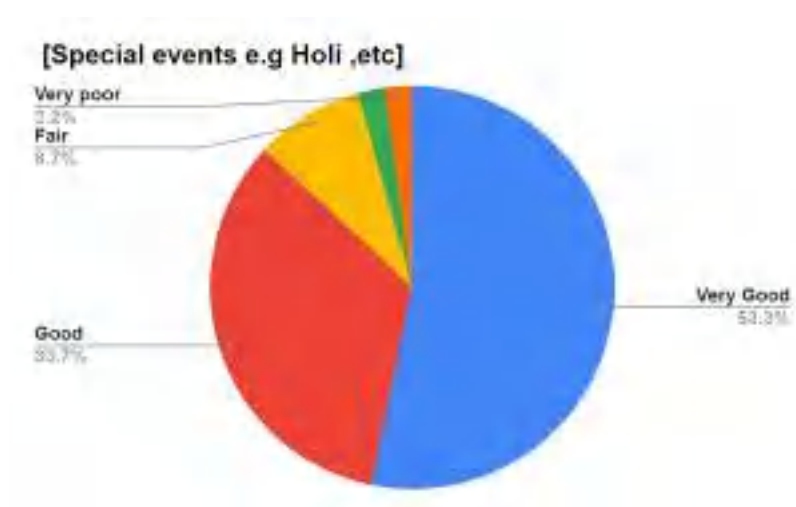
Extra Curricular Activities:74%



Campus Environment: 73%

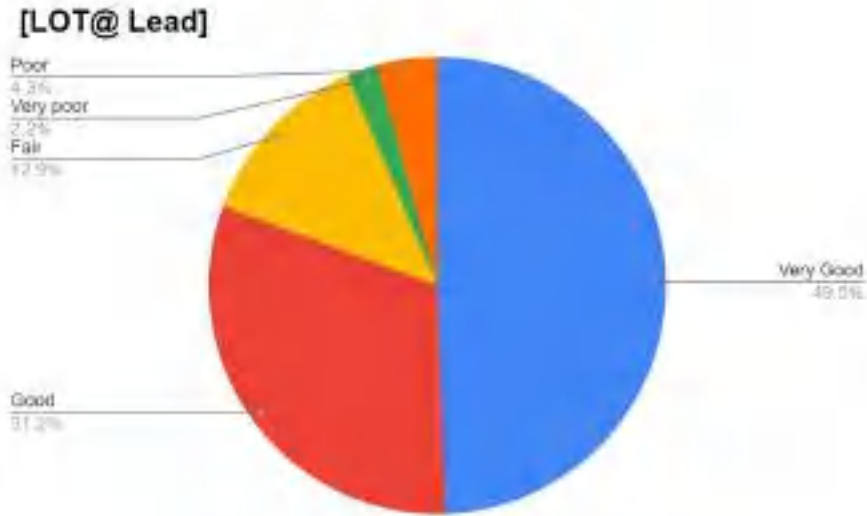


Campus Celebration of Events :87%

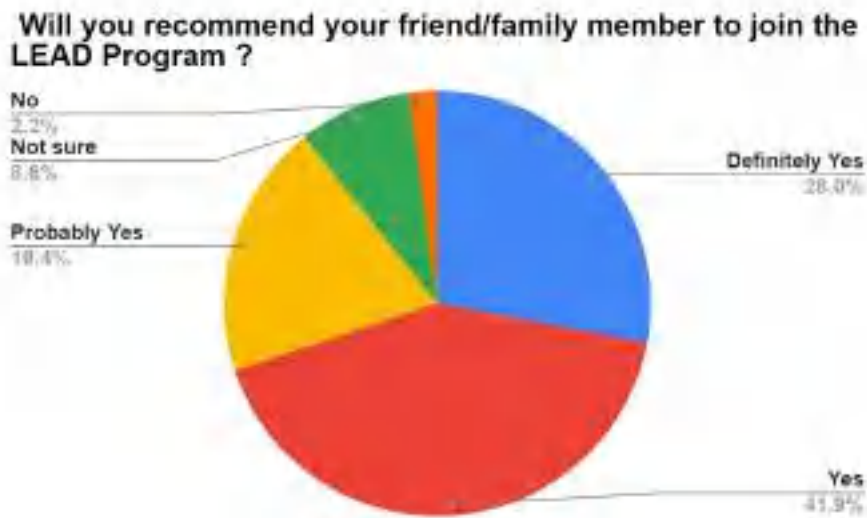




LEAD Operational Team Experience :82%



Would you recommend LEAD to others ? 70%



Dr. Umesh Chandrasekhar  
QLEAD: Dated 31 March 2023





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Warm regards.



## YOUR PROFILE

Please enter details All information is confidential and will not be shared specifically only overall data will be presented for the entire year

YOUR NAME \*

Mohammed Nisamudheen

1. What batch are you were you assigned ? \*

E-2021



2. What is your gender \*

- Male
- Female

## INSTITUTIONAL PERFORMANCE

This section captures overall institutes performance

1 The teaching and mentoring process in your institution facilitates you in your social, emotional and **knowledge** growth. \*

- 4 – Significantly
- 3 – Very well
- 2 – Moderately
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3. The institution provides multiple opportunities to learn and grow. \*

- 4 – Strongly agree
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## TEACHER INTERACTION AND PERFORMANCE

This section captures teacher engagement

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14. What percentage of teachers use ICT tools such as LCD projector, Multimedia, etc. while teaching. \*

- 4 – Above 90%
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LIFE@LEAD

PLEASE ANSWER QUESTIONS REGARDING LIFE AT LEAD

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Mentoring support



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RANJANA JAYAKUMAR

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E-2021



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Mentoring support



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Warm regards.



## YOUR PROFILE

Please enter details All information is confidential and will not be shared specifically only overall data will be presented for the entire year

YOUR NAME \*

Gautham Satheesh

1. What batch are you were you assigned ? \*

H-2021



2. What is your gender \*

- Male
- Female

## INSTITUTIONAL PERFORMANCE

This section captures overall institutes performance

1 The teaching and mentoring process in your institution facilitates you in your social, emotional and **knowledge** growth. \*

- 4 – Significantly
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**FACULTY FEEDBACK REPORT:**

**ACTION TAKEN**

**DETAILED REPORT OF FINDINGS**

**SAMPLES OF FEEDBACK GIVEN BY FACULTY**

**Decision Making Group:**

**MINUTES OF MEETING HELD ON March 19, 2023@ 1900 hrs. DMG / 2023: 4/2022-23: FACULTY FEEDBACK**

Please find below the minutes of the meeting and points noted with reference to the faculty survey conducted by IQAC and the report which were shared with you. We have noted the top 6 concerns and addressed them here. Other points will be discussed separately for the academic year 2023-24 later when the changes planned are deployed and a second cycle feedback is taken:

| Survey finding  | Gap notices  | Action plan/ process deployment   |
|---|--|---|
| Faculty seeking more teaching learning training           | Several new faculty have joined and current faculty need exposure to best practices,   | a 5 day FDP a.s.a.p to cover this and IQAC to create mini workshops/ FDPS on micro-teaching and classroom skills development . A mentoring system for new faculty to be incorporated wef 2023-24 and made a mandate in faculty handbook |
| Faculty workload unbalanced                               | This is accepted. Whilst additional faculty hire is ongoing, the time-table rationalization needs to be looked into  | Faculty appraisal system and work-credit alignment based on Academic, Research, Management of LEAD admin and Society contribution will be incorporated in the framework.  |
| HR Policy   | There is no clarity or consistency in approach   | Both SOPs, Processes and Handbooks have since been revised and put in place. Leave management system, attendance systems have been codified. Compensation system is being reviewed for AY 2023/24                                       |
| Recognition and Support for Research and Self Development | This is accepted. There is need to create a research culture and a framework.  | The proposed revised Faculty Appreciation Matrix being implemented w.e.f. AY 2023/24 will provide both for work credits, incentives and clear guideline to promote and foster research,   |
| Faculty exposure to the outside world and best practices  | This is accepted. A new faculty empowerment scheme is being introduced as Faculty Secondment Program where faculty can work in an industry/corporation for a month with a professional in the domain area and all expenses will be reimbursed with allowances. This will be implemented immediately from May onwards and a once in two year cycle is mandated. |   |
| In campus facilities and health and safety concerns.      | New hostel block completion is nearing and additional investments have been made to ensure adequate power supply . This will help mitigate the situation. Off-campus accommodation is also now being offered. AY 2023/24 we are planning to construct a studio apartment block opposite the campus.  |   |

A review of progress and additional points will be taken up in July 2023 . Already the HR manual, Faculty Appreciation Matrix, HR policies , Research and Intellectual contribution matrix have been developed and are being deployed progressively.




Dr. Thomas George K  
Director

March 21, 2023  
cc: QLEAD

Ms . Yasmin, Dr. Krishnakumar and Dr. Umesh Chandrasekhar to close the documentation and briefing of faculty members. FDP calender to be prepared for AY 2023/24.



# Faculty Survey Report 2022-23

30/3/2023

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DR. UMESH CHANDRASEKHAR  
IQAC

## Overview

A survey was conducted covering the period of 2022-2023 of all full time faculty members at LEAD College of Management.

The survey had three categories for seeking feedback:

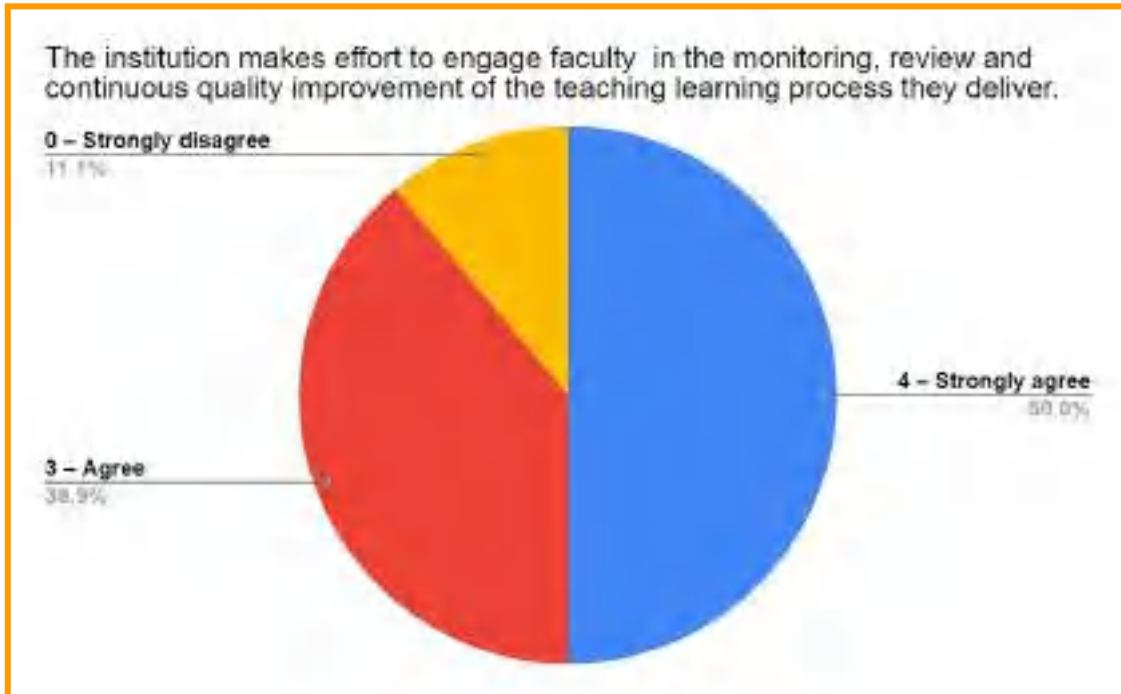
- Institutional Engagement
- Self assessment and development
- Support system provided

Over 90% of the faculty members responded and the names, joining dates and genders have been masked to ensure confidentiality.

Red Flagging of responses has been indicated if the top two positive responses are less than 70% factoring)

## Key Findings

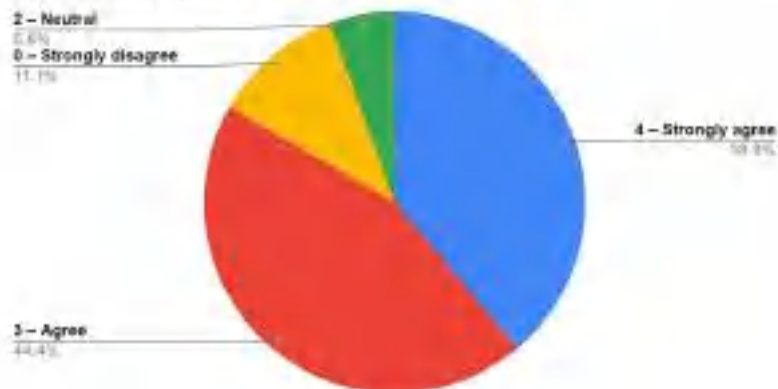
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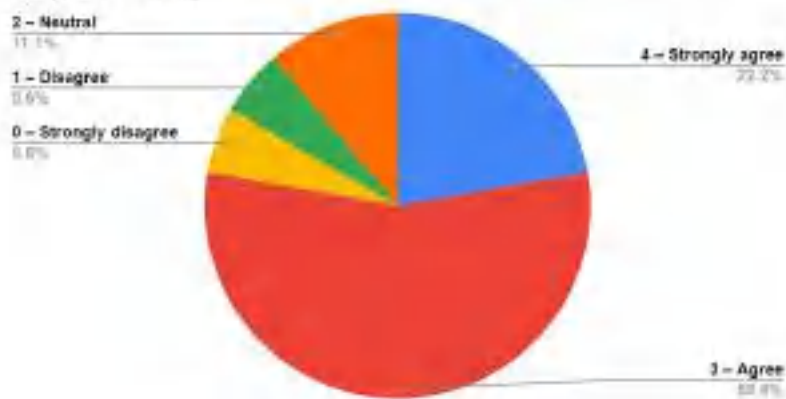
Faculty members overall felt that the institute makes an effort to engage faculty members in the academic processes.



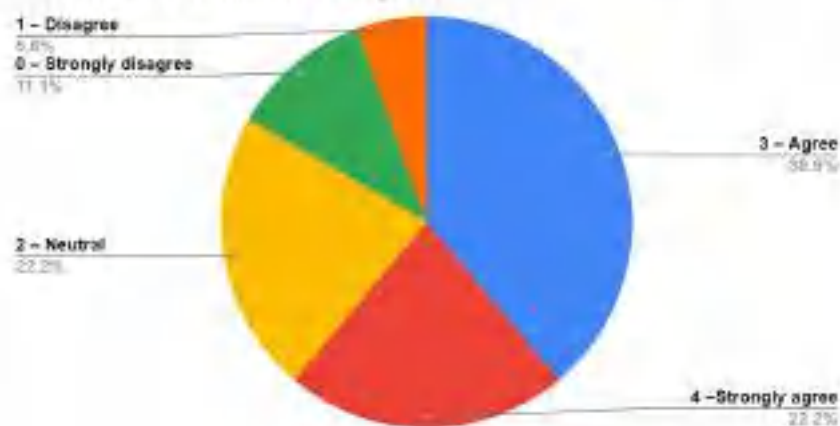
The institution makes effort to train me and help me improve my skills.



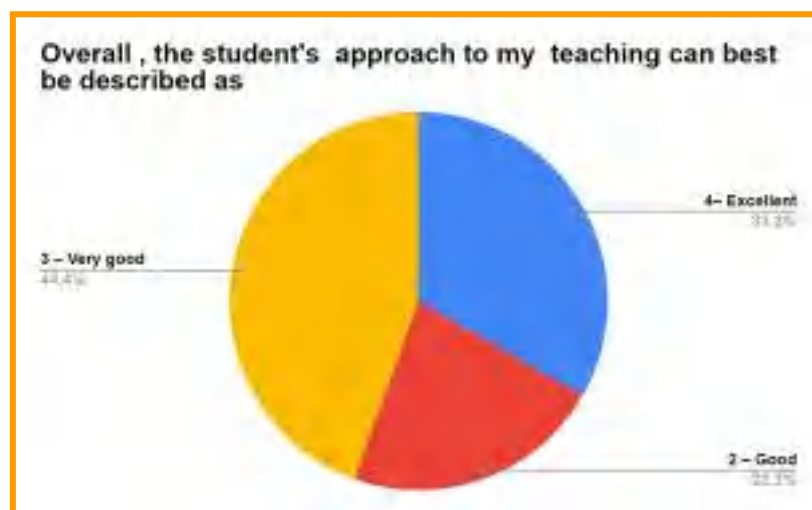
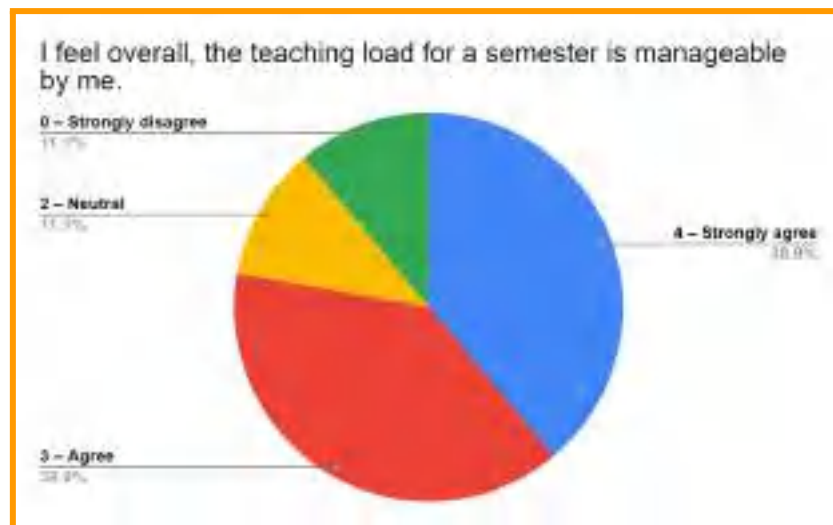
The institution has set clear targets for me to achieve and I think this is fair.



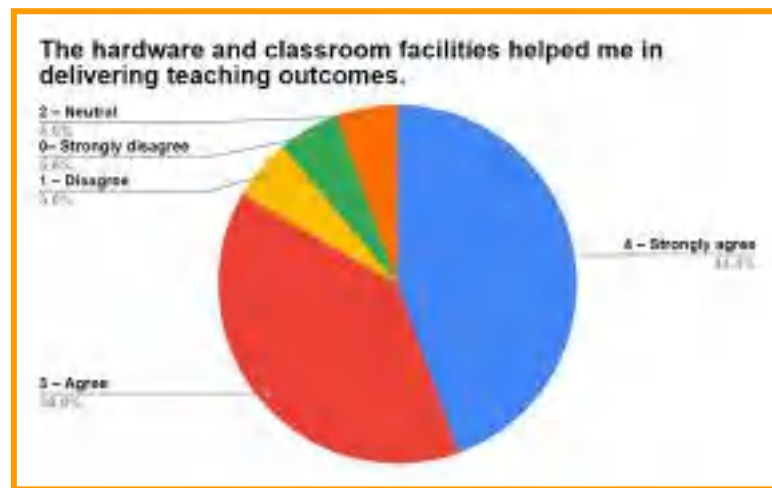
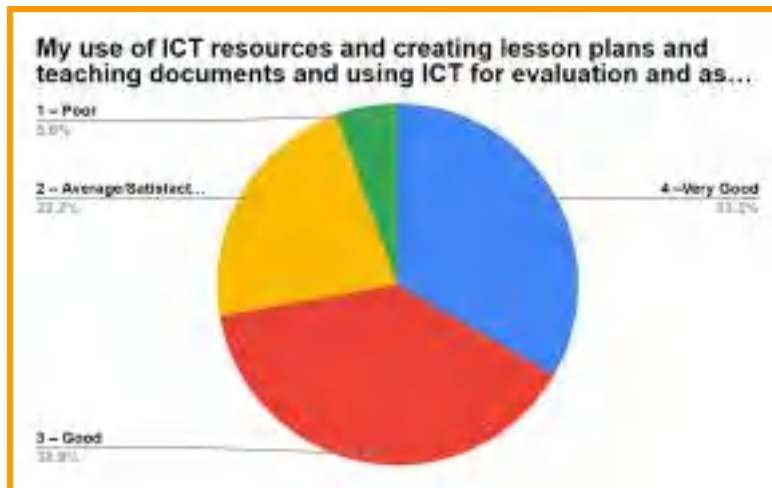
The overall quality of support I receive for pursuing research interest at LEAD institute is good.



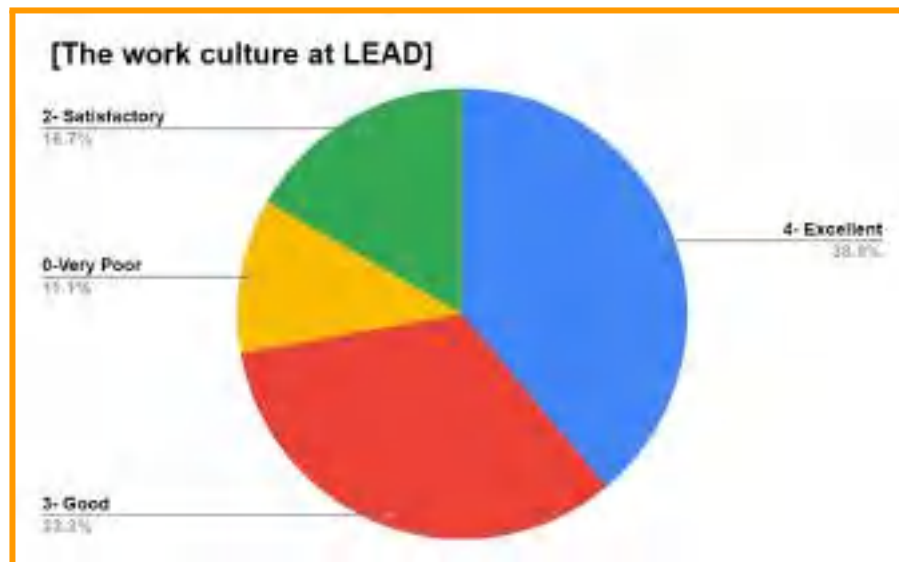
## Teaching Engagement

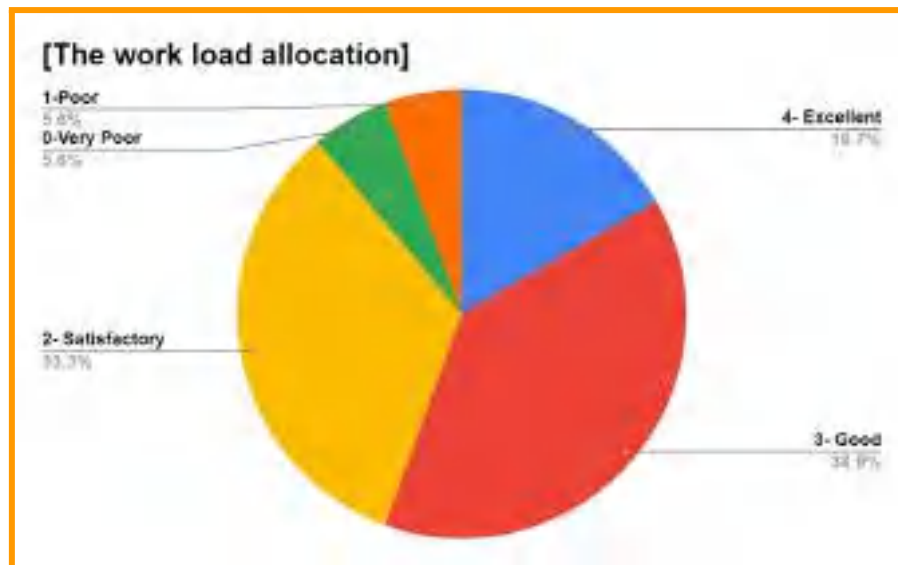


Faculty members are clear that more training is needed.



## Work Environment

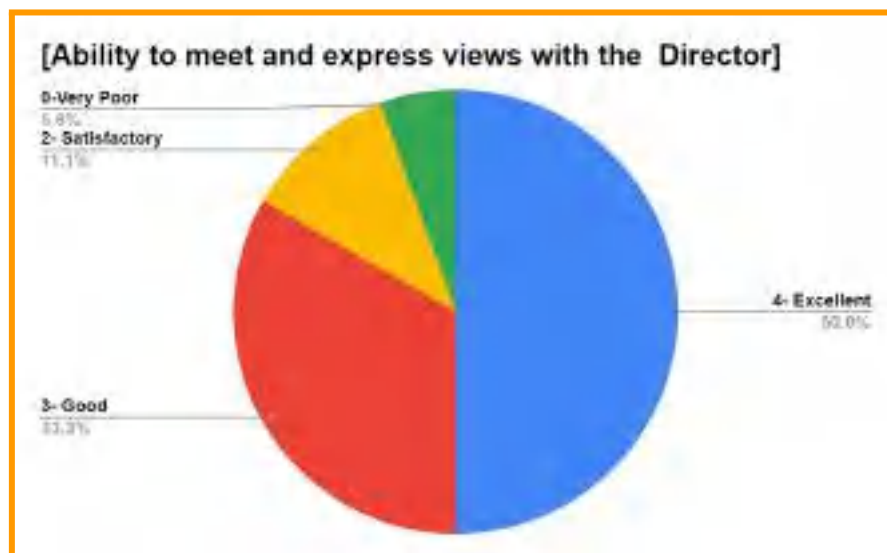


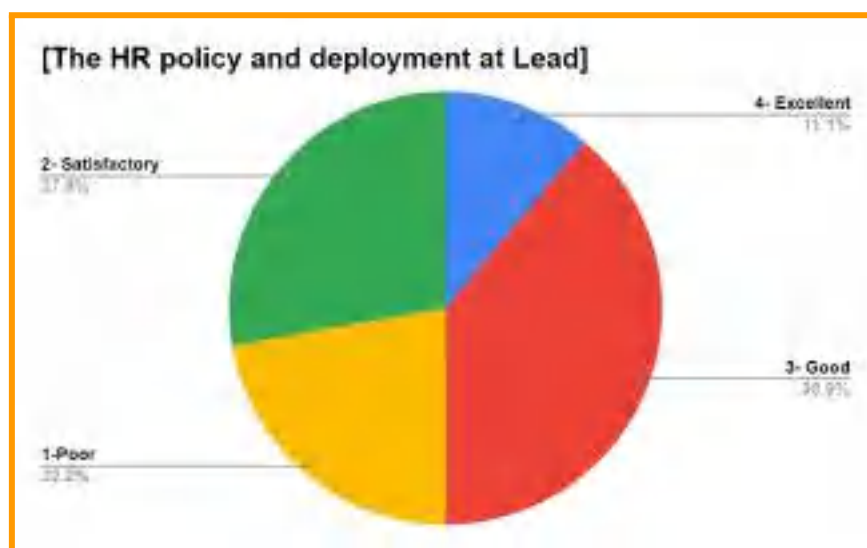
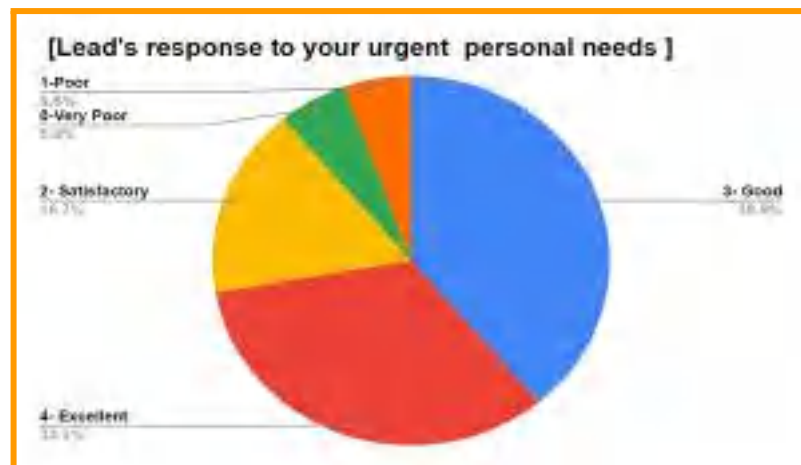


This is red flagged as over 50% feel the workload allocation is not good/excellent.



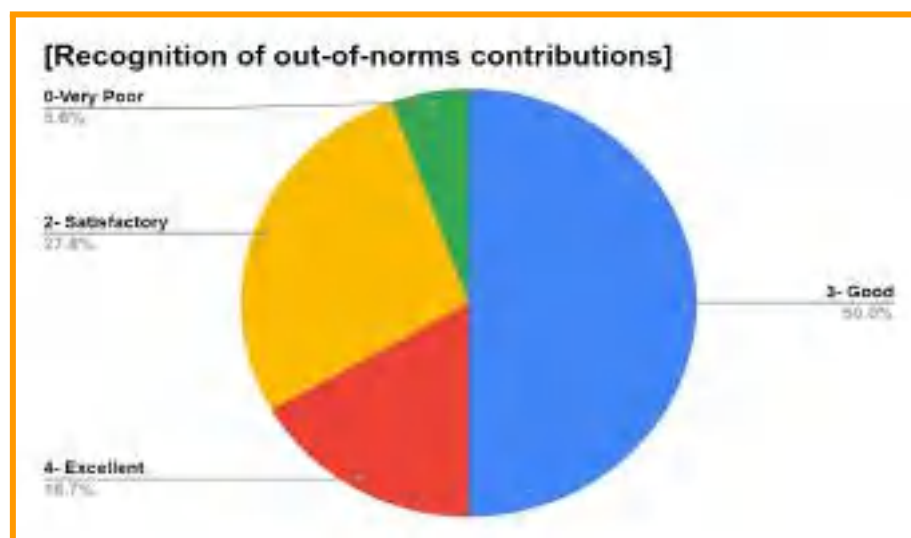
This is red flagged and SPOs and specific KRA/KPIs needed to be put in place.



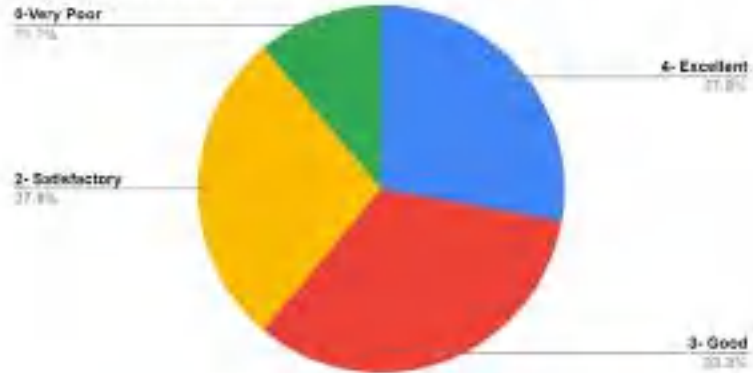


This is a major issue and needs to be addressed.

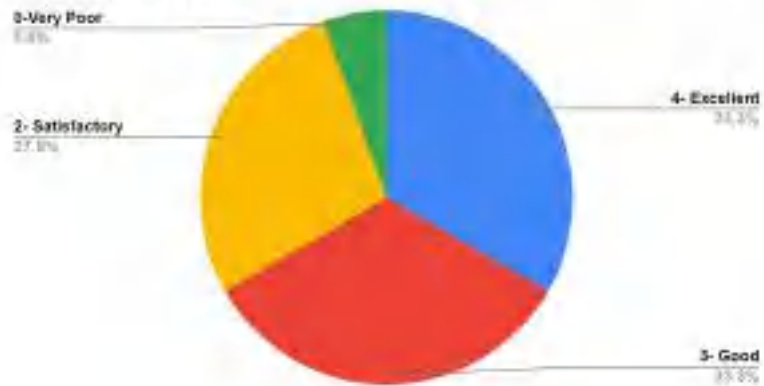
Recognition and Support for Research and Self Development



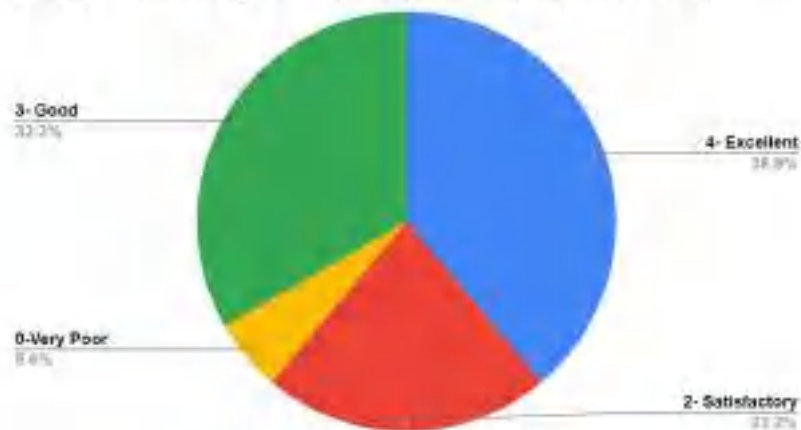
[Support monetary/non monetary for pursuing research and publications]

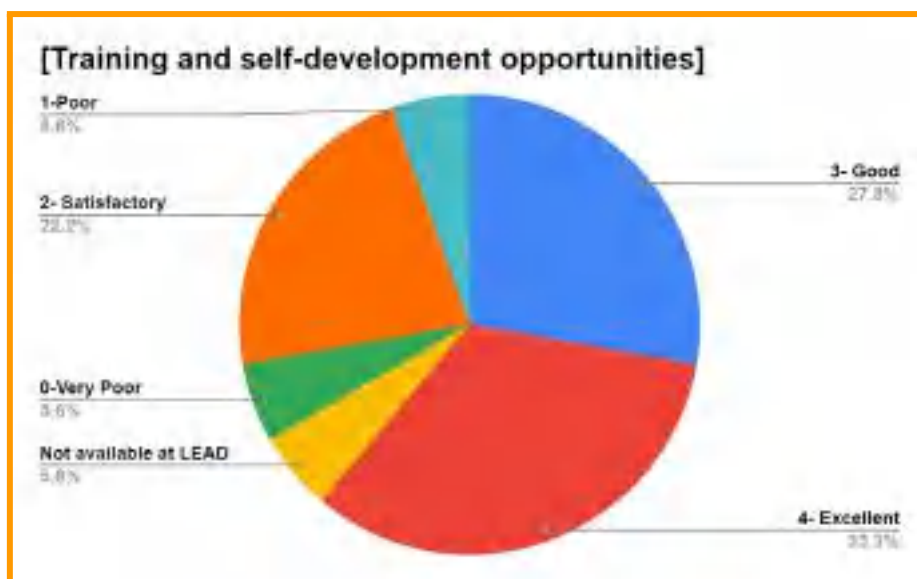


[Support monetary/non monetary for attending and presenting in conferences]



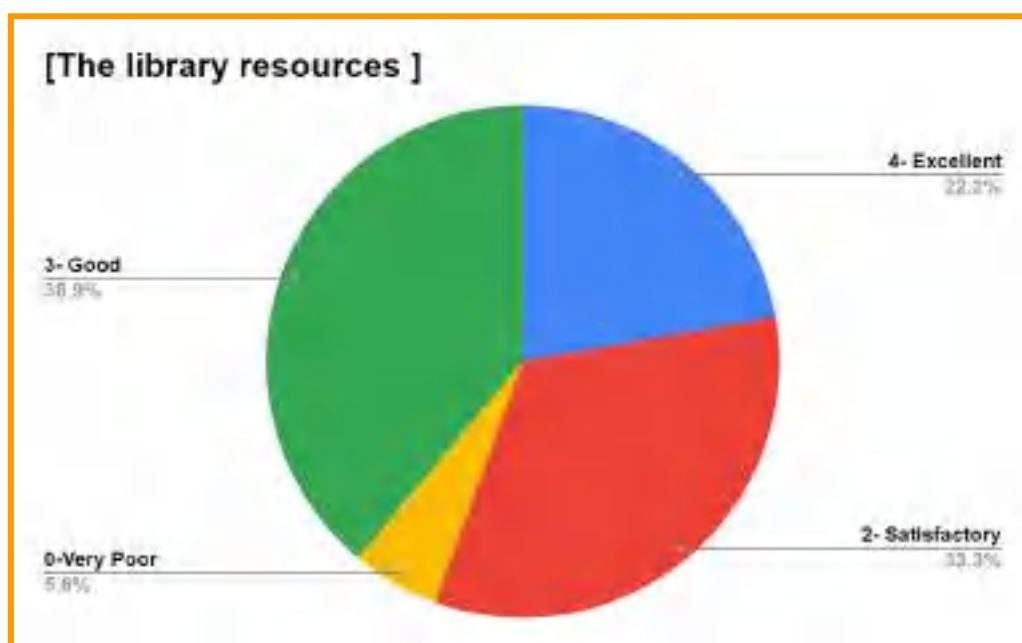
[Support monetary/non monetary for initiating FDP/MDP]



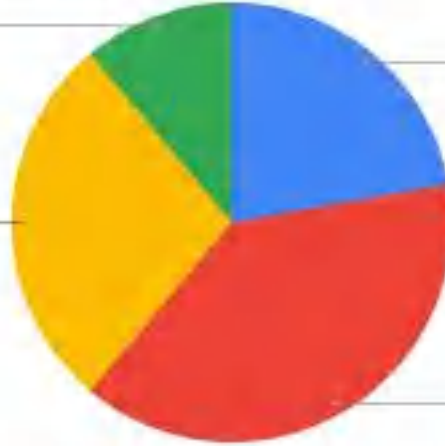
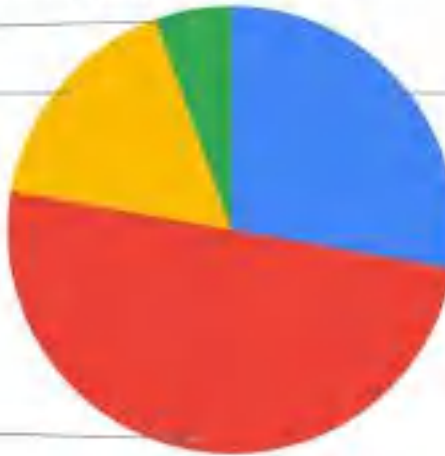
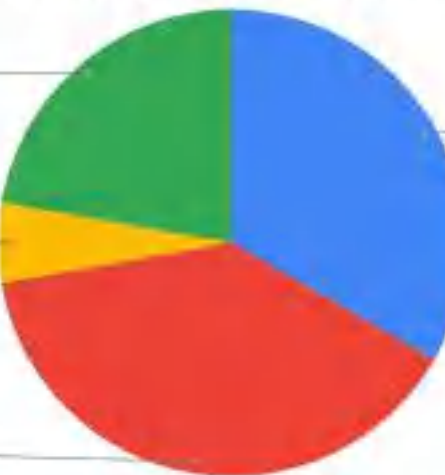


This is red-flagged and indicates the need to close the loop post-faculty appraisal and create a training need analysis.

## Feedback on Services

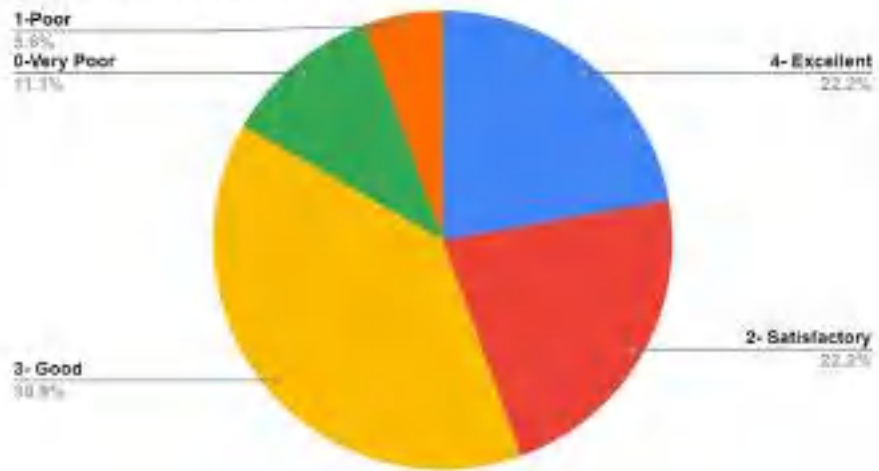




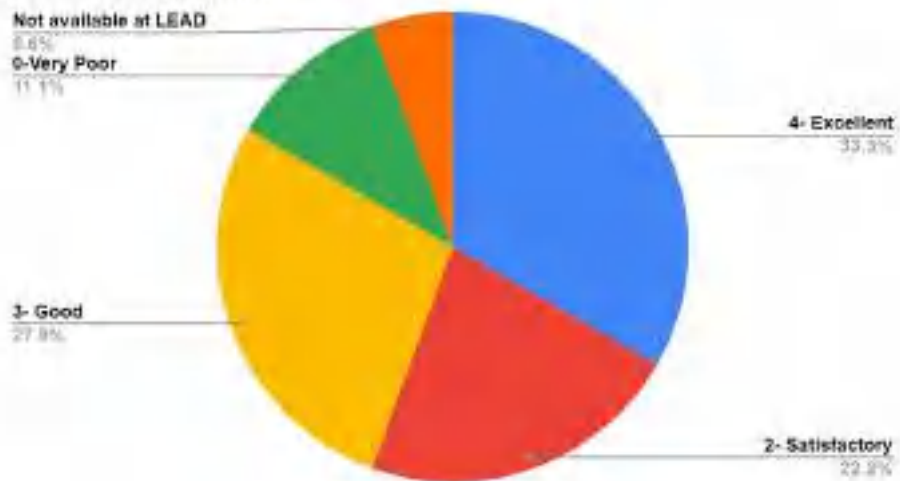
**[The class room infrastructure]****0-Very Poor**  
11.1%**4- Excellent**  
22.2%**2- Satisfactory**  
27.8%**3- Good**  
38.9%**[Administrative support]****2- Satisfactory**  
16.7%**0-Very Poor**  
16.7%**4- Excellent**  
27.8%**3- Good**  
50.0%**[Financial processes e.g. bills, advances etc.]****3- Good**  
22.2%**0-Very Poor**  
8.6%**4- Excellent**  
33.3%**2- Satisfactory**  
38.9%



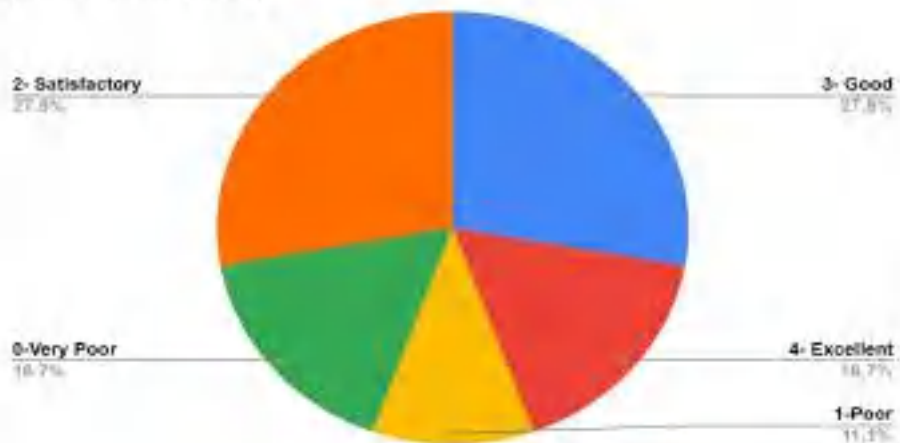
### [Housekeeping quality]

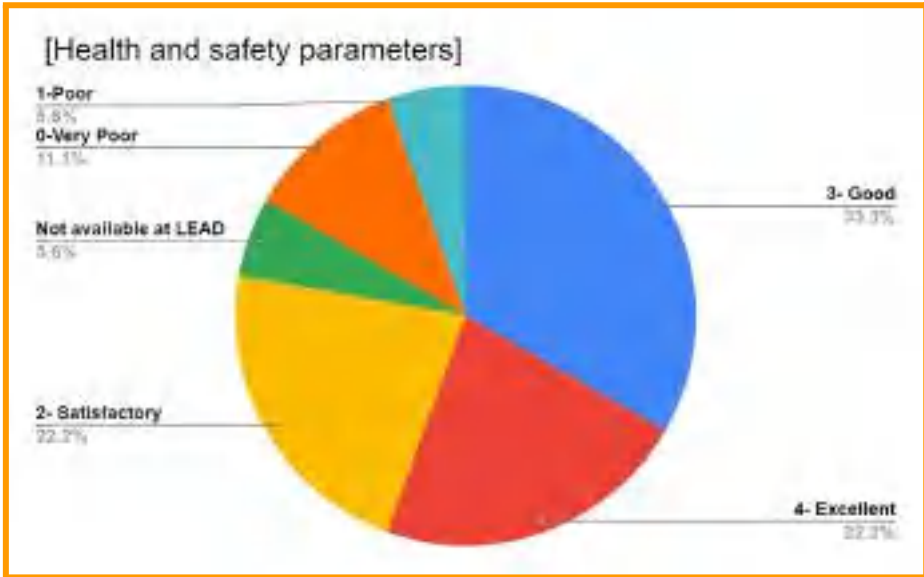
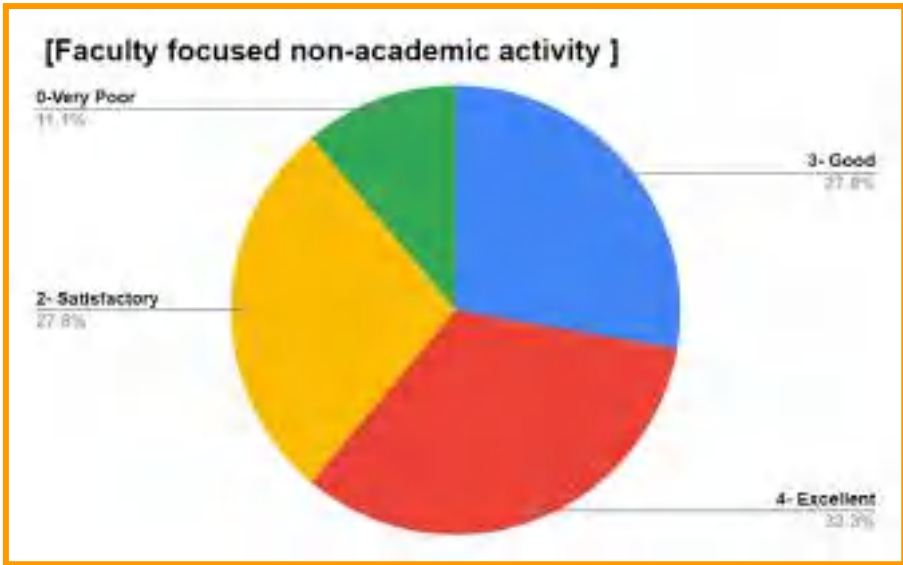


### [Canteen quality]

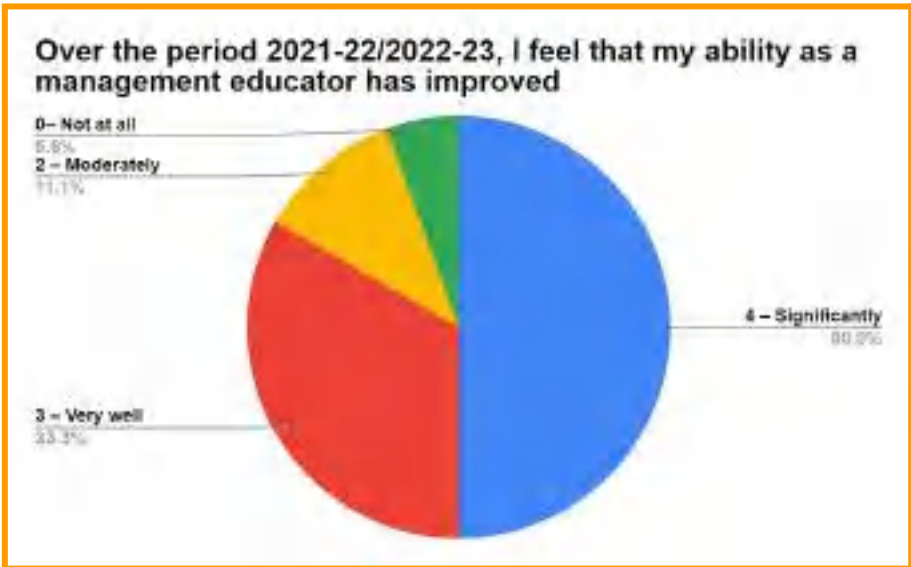


### [Internet access ]





This needs to be addressed as there are concerns in this area. Detailed analysis is called for.



Faculty overall feel that their academic experience at LEAD has improved their abilities as a management educator.

## Individual Feedback and suggestions for improvements:

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

- More guest lectures and workshops are needed to help students improve their skills.
- Provide personalized support: LEAD could offer personalized support to faculty members, particularly those who are new to the platform or may be struggling to navigate it. This could include one-on-one training sessions, on-demand support, and resources tailored to the needs of each faculty member.
- More support for conducting the research work.
- "Weekly off,
- Semester time table
- More clarity required in the job description.
- Time and better support for research activities.
- No process of intellectual exchange and collaborative learning.
- Class timing at night can be stopped
- Proper scheduling should be maintained for all Academic activities.
- Class hours given to the faculty is highly erratic and absurd.

Please state below any other important point we may have missed above and which you feel is relevant

- For evaluating the faculty performance apart from the student feedback expert review and peer review should be conducted.
- Faculty members lack the exposure and need to see how things are carried out in notable competitors.
- Scale of pay does not commensurate with experience and exposure (No Proper HR Policy).
- Poor learning development support in terms of learning resources like databases, EBSCO.
- The students totally lack communication skills and behavior not up to the mark of a BSchool.
- Proper scheduling for academic activities is the concern.



DR. UMESH CHANDRASEKHAR

IQAC

# Faculty Feedback Form

Greetings. At LEAD, our journey towards quality and excellence needs your support and honest feedback as to your perspectives on the time you spend with us. Please take some time and complete this survey. It is long but every useful to you and us to help improve what we do at LEAD. All information you provide is confidential and will not be shared with anyone outside of LEAD. Thank you for your support and feedback. PLEASE ANSWER ALL APPLICABLE QUESTIONS. **ALL ANSWERS WILL BE KEPT CONFIDENTIAL AND NOT SHARED. YOUR NAME IS NOT ASKED FOR HERE.**

Warm regards.

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What is your gender \*

Male

Female

What time period did you join \*

Dec 2022-Jan 2023



Are you currently employed with us ?

Yes

No

1. Over the period 2021-22/2022-23, I feel that my ability as a management educator has improved \*

4 – Significantly

3 – Very well

2 – Moderately

1 – Marginally

0– Not at all

2. The hardware and classroom facilities helped me in delivering teaching outcomes. \*

4 – Strongly agree

3 – Agree

2 – Neutral

1 – Disagree

0– Strongly disagree

3.The institution makes effort to engage faculty in the monitoring, review and continuous quality improvement of the teaching learning process they deliver. \*

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

3.The institution makes effort to train me and help me improve my skills. \*

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

4.The institution has set clear targets for me to achieve and I think this is fair. \*

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

5.I feel I need more training and support in enhancing my teaching-evaluation skill set \*

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

6.I feel overall, the teaching load for a semester is manageable by me. \*

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

7. Overall , the student's approach to my teaching can best be described as \*

- 4– Excellent
- 3 – Very good
- 2 – Good
- 1 – Fair
- 0– Poor

8. The overall quality of support I receive for pursuing research interest at LEAD institute is good. \*

- 4 – Strongly agree
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9. My use of ICT resources and creating lesson plans and teaching documents and using ICT for evaluation and assessment practices are embedded in my course plan and currently is \*

- 4 – Very Good
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- 0 – I need training/I do not use this currently



HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

4- Excellent

3- Good

2- Satisfactory

1-Poor

0-Very Poor

The work culture  
at LEAD



The work load  
allocation



Clarity of targets  
and expectations  
from  
management



Ability to meet  
and express  
views with the  
Director



Lead's response  
to your urgent  
personal needs



The HR policy and  
deployment at  
Lead



Recognition of  
out-of-norms  
contributions



Support  
monetary/non  
monetary for  
pursuing research  
and publications



Support  
monetary/non  
monetary for  
attending and  
presenting in  
conferences



Support  
monetary/non  
monetary for  
initiating



HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

|   | 4- Excellent                     | 3- Good                          | 2- Satisfactory                  | 1-Poor                           | 0-Very Poor                      | Not available at LEAD |
|---|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|
| The library resources                       | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| The class room infrastructure               | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Administrative support                      | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Financial processes eg. bills, advances etc | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Housekeeping quality                        | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |
| Canteen quality                             | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Internet access                             | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Faculty focused non-academic activity       | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Training and self-development opportunities | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Health and safety parameters                | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |

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

Proper scheduling should be maintained for all Academic activities. Class hours given to the faculty is highly erratic and absurd.

---

Please state below any other important point we may have missed above and which you feel is relevant \*

Proper scheduling for academic activities is the concern.

---

Thank you for your time and support. We wish you best of luck

Warm regards.

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What is your gender \*

Male

Female

What time period did you join \*

Dec 2021-May 2022



Are you currently employed with us ?

Yes

No

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2 – Moderately

1 – Marginally

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HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

4- Excellent

3- Good

2- Satisfactory

1-Poor

0-Very Poor

The work culture at LEAD






The work load allocation






Clarity of targets and expectations from management






Ability to meet and express views with the Director






Lead's response to your urgent personal needs






The HR policy and deployment at Lead






Recognition of out-of-norms contributions






Support monetary/non monetary for pursuing research and publications






Support monetary/non monetary for attending and presenting in conferences






Support monetary/non monetary for initiating

HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

|   | 4- Excellent          | 3- Good                          | 2- Satisfactory                  | 1-Poor                | 0-Very Poor                      | Not available at LEAD            |
|---|-----------------------|----------------------------------|----------------------------------|-----------------------|----------------------------------|----------------------------------|
| The library resources                       | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
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| Canteen quality                             | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> |
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| Faculty focused non-academic activity       | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
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| Health and safety parameters                | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |

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More clarity required in the job description. Time and better support for research activities. No process of intellectual exchange and collaborative learning.

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What is your gender \*

Male

Female

What time period did you join \*

June 2022-Nov 2022



Are you currently employed with us ?

Yes

No

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3- Good

2- Satisfactory

1-Poor

0-Very Poor

The work culture  
at LEAD

The work load  
allocation

Clarity of targets  
and expectations  
from  
management

Ability to meet  
and express  
views with the  
Director

Lead's response  
to your urgent  
personal needs

The HR policy and  
deployment at  
Lead

Recognition of  
out-of-norms  
contributions

Support  
monetary/non  
monetary for  
pursuing research  
and publications

Support  
monetary/non  
monetary for  
attending and  
presenting in  
conferences

Support  
monetary/non  
monetary for  
initiating

HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

|   | 4- Excellent          | 3- Good                          | 2- Satisfactory                  | 1-Poor                | 0-Very Poor           | Not available at LEAD |
|---|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| The library resources                       | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
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Please write below any suggestions(up to 3) you have for LEAD to improve the experience for faculty

Nil

Please state below any other important point we may have missed above and which you feel is relevant \*

Nil

Thank you for your time and support. We wish you best of luck  
Warm regards.

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Google Forms

# Faculty Feedback Form

Greetings. At LEAD, our journey towards quality and excellence needs your support and honest feedback as to your perspectives on the time you spend with us. Please take some time and complete this survey. It is long but every useful to you and us to help improve what we do at LEAD. All information you provide is confidential and will not be shared with anyone outside of LEAD. Thank you for your support and feedback. PLEASE ANSWER ALL APPLICABLE QUESTIONS. **ALL ANSWERS WILL BE KEPT CONFIDENTIAL AND NOT SHARED. YOUR NAME IS NOT ASKED FOR HERE.**

Warm regards.

## MBA Program Vision

To be recognized as a leading Business School in the country, developing Global Leaders, and Ideas that significantly impact the society

## MBA Program Mission

M1. To provide a transformational learning experience, that enables the students to realize their true potential to be global leaders. M2. To attract the best global talents and enable them to together create and disseminate new knowledge. M3. To foster a teaching-learning environment that forges moral values and ethical behavior.



What is your gender \*

Male

Female

What time period did you join \*

Jan-May 2020 or earlier



Are you currently employed with us ?

Yes

No

1. Over the period 2021-22/2022-23, I feel that my ability as a management educator has improved \*

4 – Significantly

3 – Very well

2 – Moderately

1 – Marginally

0– Not at all

2. The hardware and classroom facilities helped me in delivering teaching outcomes. \*

4 – Strongly agree

3 – Agree

2 – Neutral

1 – Disagree

0– Strongly disagree

3.The institution makes effort to engage faculty in the monitoring, review and continuous quality improvement of the teaching learning process they deliver. \*

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

3.The institution makes effort to train me and help me improve my skills. \*

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

4.The institution has set clear targets for me to achieve and I think this is fair. \*

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

5.I feel I need more training and support in enhancing my teaching-evaluation skill set \*

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

6.I feel overall, the teaching load for a semester is manageable by me. \*

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

7. Overall , the student's approach to my teaching can best be described as \*

- 4– Excellent
- 3 – Very good
- 2 – Good
- 1 – Fair
- 0– Poor

8. The overall quality of support I receive for pursuing research interest at LEAD institute is good. \*

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

9. My use of ICT resources and creating lesson plans and teaching documents and using ICT for evaluation and assessment practices are embedded in my course plan and currently is \*

- 4 – Very Good
- 3 – Good
- 2 – Average/Satisfactory
- 1 – Poor
- 0 – I need training/I do not use this currently



HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

4- Excellent

3- Good

2- Satisfactory

1-Poor

0-Very Poor

The work culture at LEAD

The work load allocation

Clarity of targets and expectations from management

Ability to meet and express views with the Director

Lead's response to your urgent personal needs

The HR policy and deployment at Lead

Recognition of out-of-norms contributions

Support monetary/non monetary for pursuing research and publications

Support monetary/non monetary for attending and presenting in conferences

Support monetary/non monetary for initiating

HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

|   | 4- Excellent          | 3- Good               | 2- Satisfactory                  | 1-Poor                | 0-Very Poor                      | Not available at LEAD            |
|---|-----------------------|-----------------------|----------------------------------|-----------------------|----------------------------------|----------------------------------|
| The library resources                       | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| The class room infrastructure               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Administrative support                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Financial processes eg. bills, advances etc | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| Housekeeping quality                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Canteen quality                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Internet access                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Faculty focused non-academic activity       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Training and self-development opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> |
| Health and safety parameters                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> |

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

nothing

Please state below any other important point we may have missed above and which you feel is relevant \*

nothing

Thank you for your time and support. We wish you best of luck

Warm regards.

This form was created inside LEAD College of Management.

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What is your gender \*

Male

Female

What time period did you join \*

Dec 2022-Jan 2023



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Yes

No

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0-Very Poor

The work culture  
at LEAD



The work load  
allocation



Clarity of targets  
and expectations  
from  
management



Ability to meet  
and express  
views with the  
Director



Lead's response  
to your urgent  
personal needs



The HR policy and  
deployment at  
Lead



Recognition of  
out-of-norms  
contributions



Support  
monetary/non  
monetary for  
pursuing research  
and publications



Support  
monetary/non  
monetary for  
attending and  
presenting in  
conferences



Support  
monetary/non  
monetary for  
initiating



HOW WOULD YOU RATE THE FOLLOWING AT LEAD ? \*

|   | 4- Excellent                     | 3- Good                          | 2- Satisfactory       | 1-Poor                | 0-Very Poor           | Not available at LEAD |
|---|----------------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
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Please write below any suggestions(up to 3) you have for LEAD to improve the experience for faculty

More guest lectures and workshops are needed to help students improve their skills.

---

Please state below any other important point we may have missed above and which you feel is relevant \*

NIL

---

Thank you for your time and support. We wish you best of luck

Warm regards.

This form was created inside LEAD College of Management.

Google Forms

# **ALUMNI FEEDBACK REPORT: ACTION TAKEN DETAILED REPORT OF FINDINGS SAMPLES OF FEEDBACK GIVEN BY STUDENTS**

## Decision Making Group:

**MINUTES OF MEETING HELD ON APRIL 5, 2023@ 1900 hrs. DMG / 2023: 4/2022-23:ALUMNI FEEDBACK**

The detailed report has been shared with the Group. This document summarizes the position statement from LEAD and action taken to mitigate the lacunae.

We are reviewing the findings and there are several areas for improvement suggested by the alumni:

- Teaching@LEAD. Several concerns have been raised regarding the quality of faculty, teaching and program delivery
- Support@LEAD in terms of internship and placement have also been red flagged

From LEAD College of Management perspective, I propose the following to be completed during AY 2023-24

- Create an alumni advisory group which will support and monitor key areas of functioning of LEAD
- IQAC is requested to reclassify report based on batches graduating in 3 year frames e.g 12-14,15-17,18-20,21-23 for better understanding
- Later this year a grand alumni meet is planned to celebrate the 10 years of the graduation of the first batch. Additional insights will be gathered.
- Alumni chapters in Bangalore and Kochi is being planned to address needs better

I am requesting for a second review of this in November 2023 after the planned meeting.



**Dr. Thomas George K**

**Director**

**April 10, 2023**

**cc: QLEAD:Please detail findings as given above**

**Ms . Yasmin, Dr. Krishnakumar and Dr. Umesh Chandrasekhar to close the documentation and briefing of faculty members. Calender to be prepared for AY 2023/24.**

**cc. Amil Kumar: Please discuss with me the alumni association and almashines site for development.**



# Alumni Feedback Report

31.03.2023

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**DR. UMESH CHANDRASEKHAR**

**IQAC**

## 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.

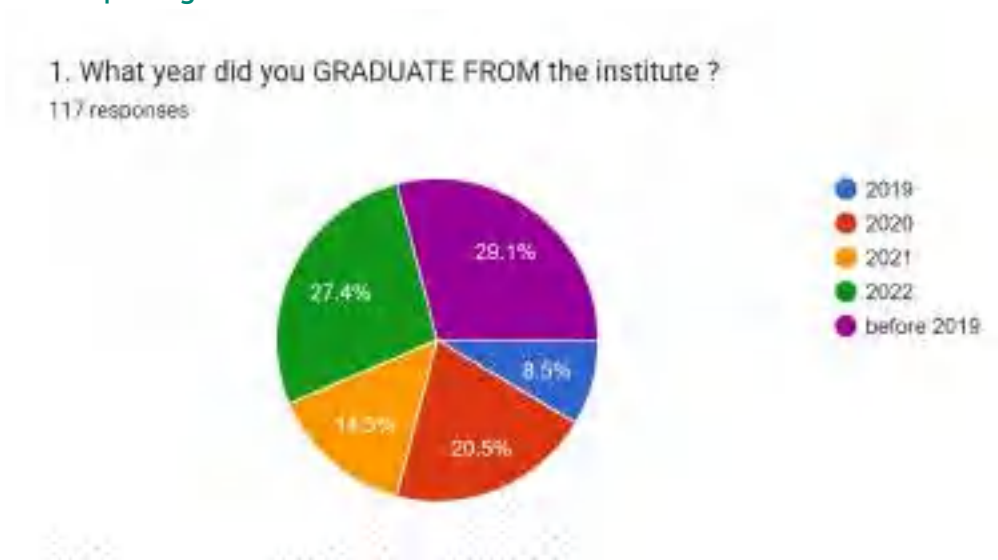
## Goals

To assess

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

## Overview

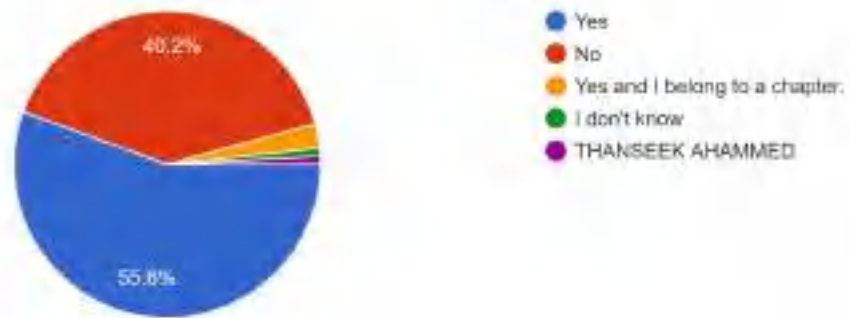
### Participating matrix



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

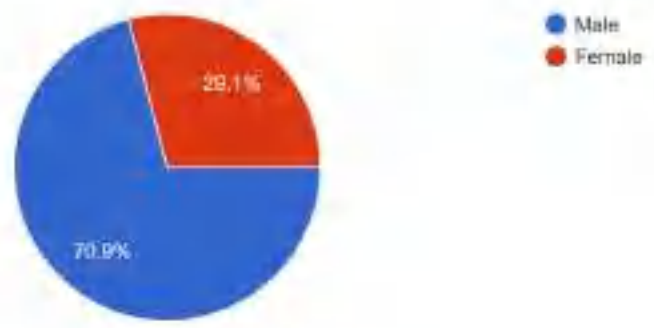


Whilst we have many alumni in our database there needs to be a formalized process of membership if not in place. Either as a token fee as a part of semester fees( final semester) if not already present and the fee offers life-time membership.

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

### 2. What is your gender

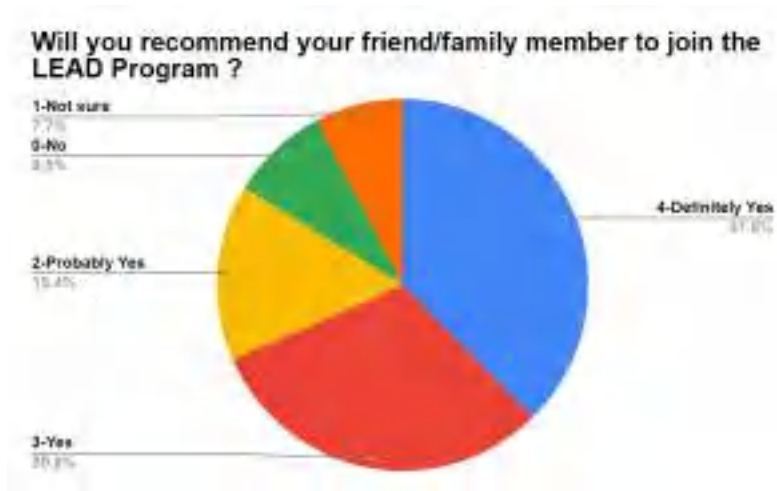
117 responses



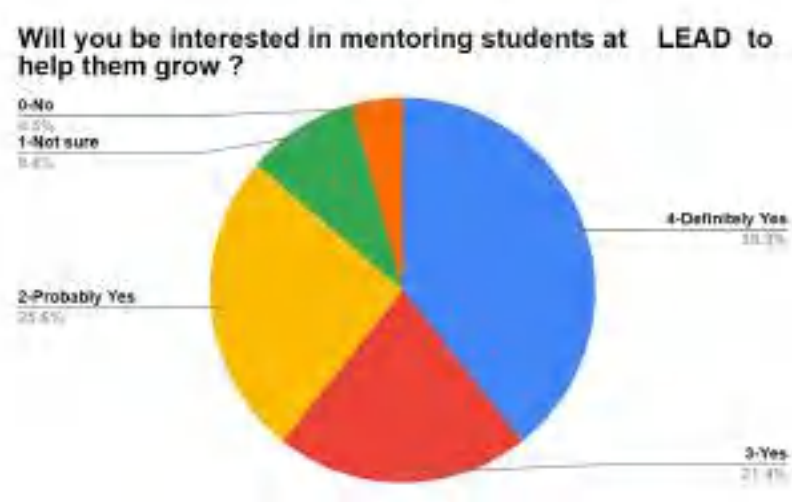
The gender ratio is also representative and hence a good cross section of response has been achieved..



## Recommendation to Join LEAD



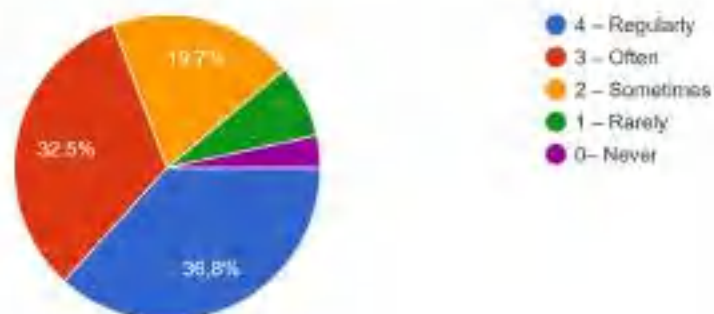
## Willingness to mentor students



## 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

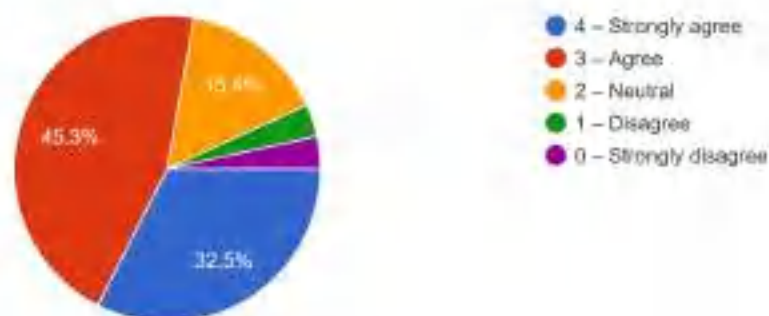
117 responses



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.

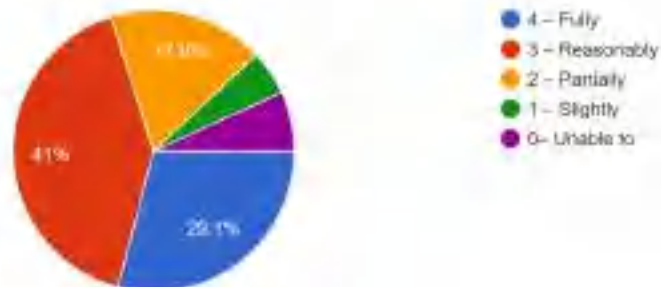
117 responses



This is acceptable

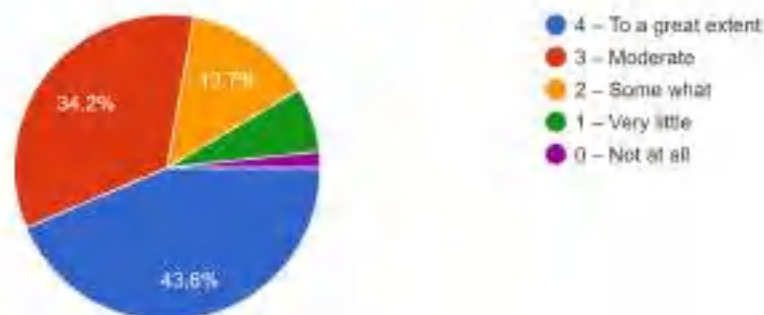
11. The institute identified your strengths and encourage you with providing right level of challenges.

117 responses



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.

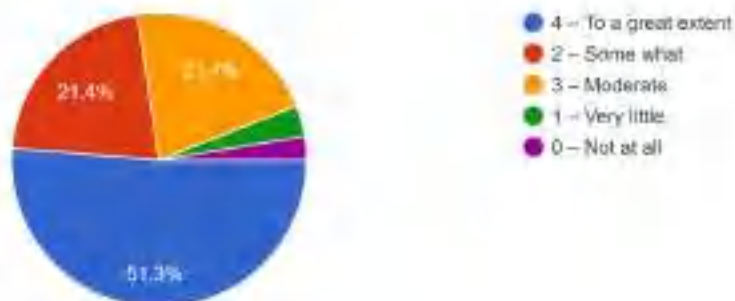
117 responses



## 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



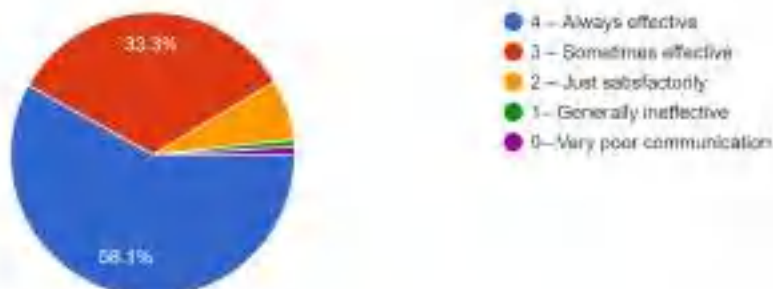
6. Overall, How well did the teachers prepare for the classes?

117 responses



7. Overall, How well were the teachers able to communicate?

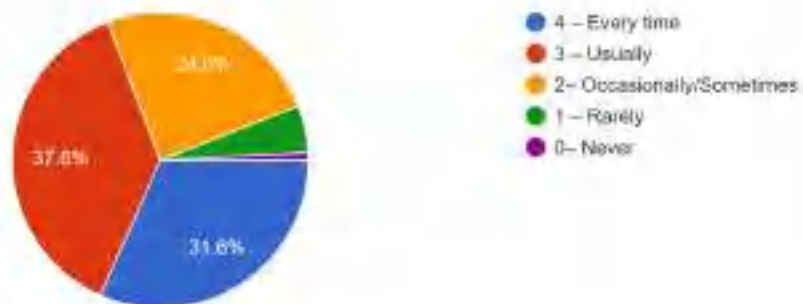
117 responses



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.

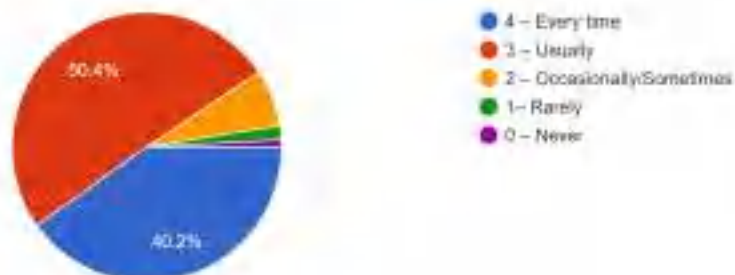
117 responses



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.

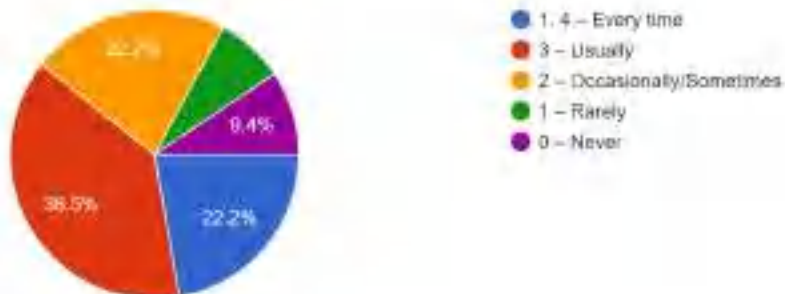
117 responses



This is accepted

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

117 responses



This is red flagged as indicates scope for improvement in the processes.

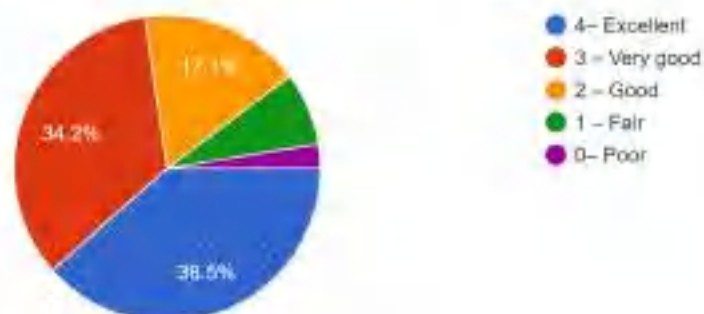
13. Teachers encouraged you to participate in extracurricular activities

117 responses



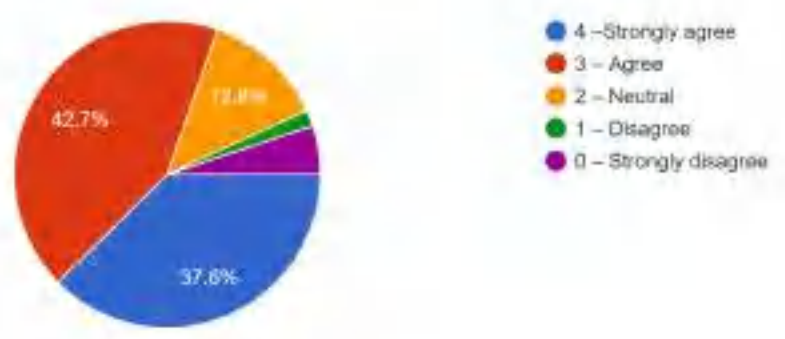
15. Overall The teacher's approach to teaching can best be described as

117 responses



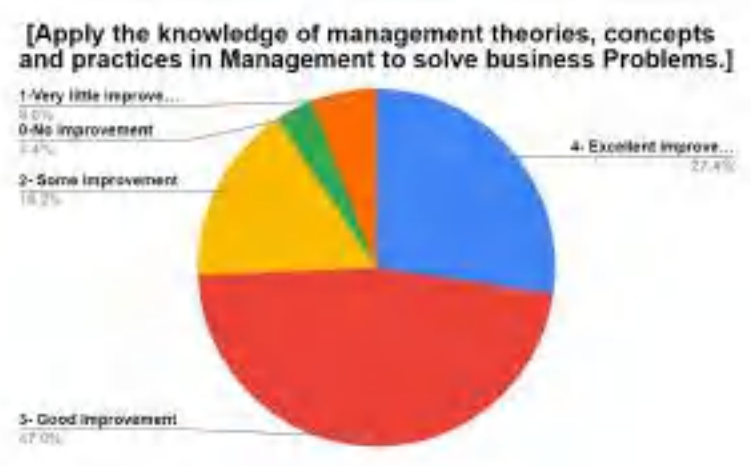
16. The overall quality of teaching-learning process in LEAD is very good.

117 responses

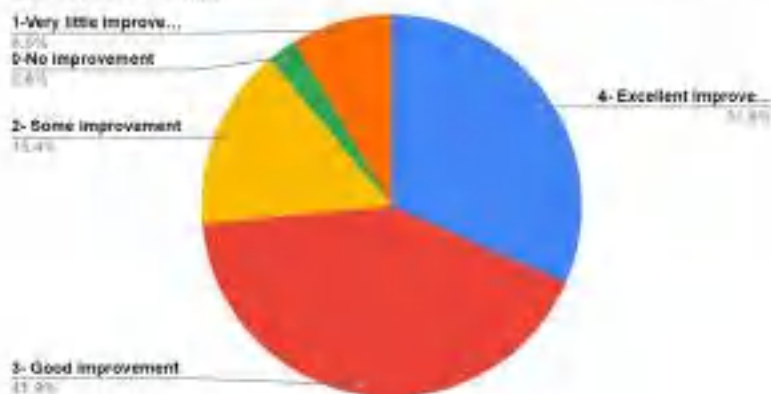


## Personal Learning@LEAD.

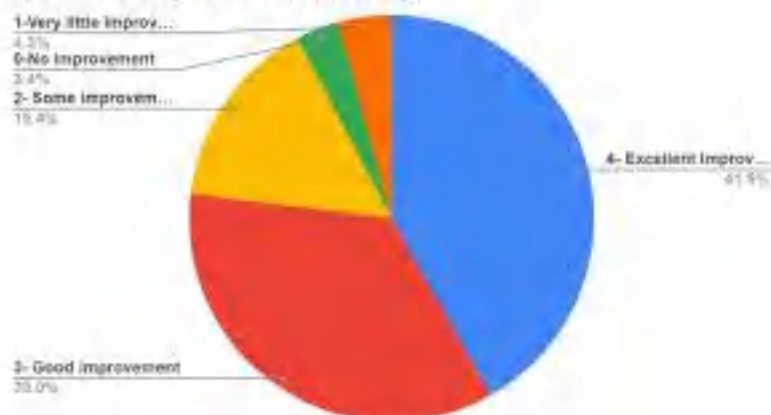
Program Outcome Measures



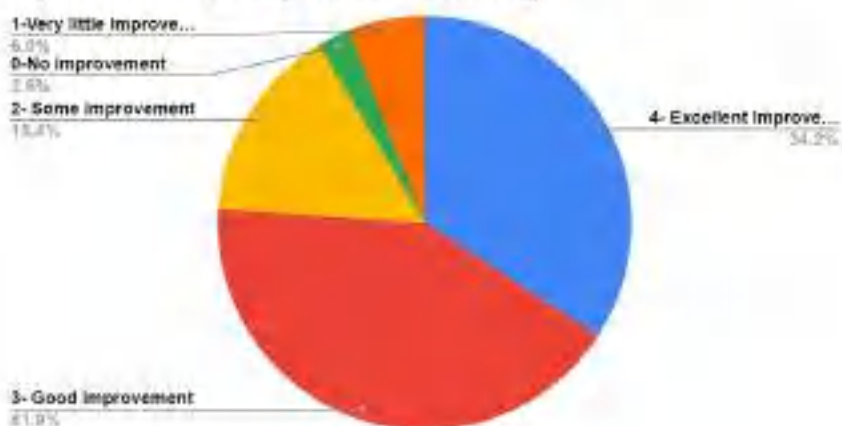
[Foster Analytical and critical thinking abilities for data based decision-making.]



[Value-based Leadership ability]

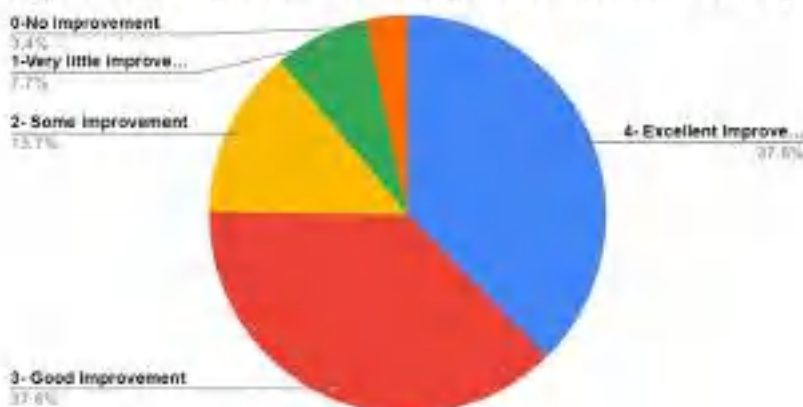


[Understand, analyze and communicate global, economic, legal and ethical aspects of business]

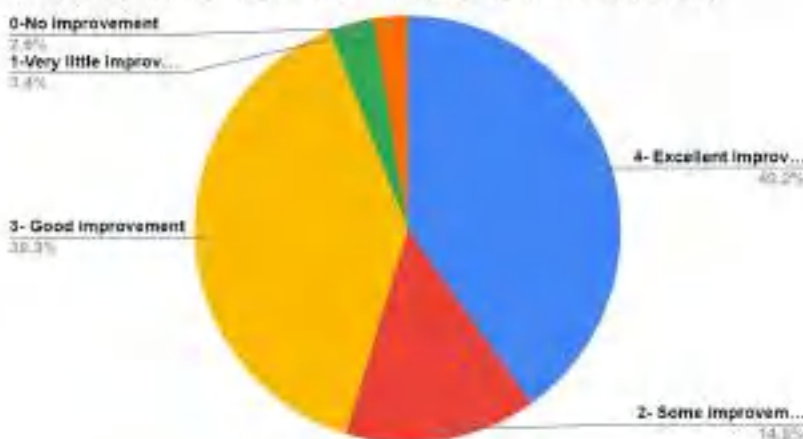




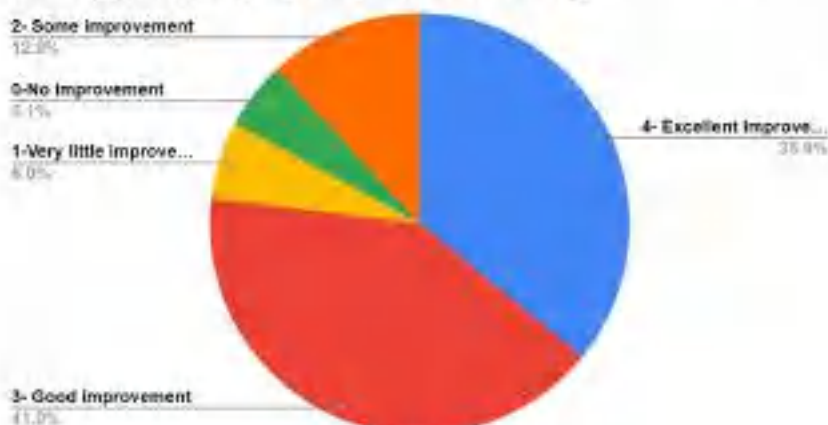
**[Lead yourselves and others in the achievement of organizational goals, contributing to a team environment.]**

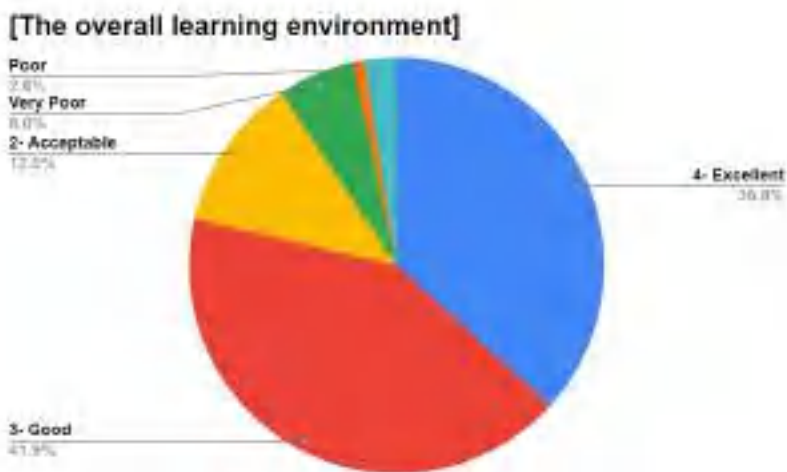


**[Develop skills to be self-initiated and resourceful.]**

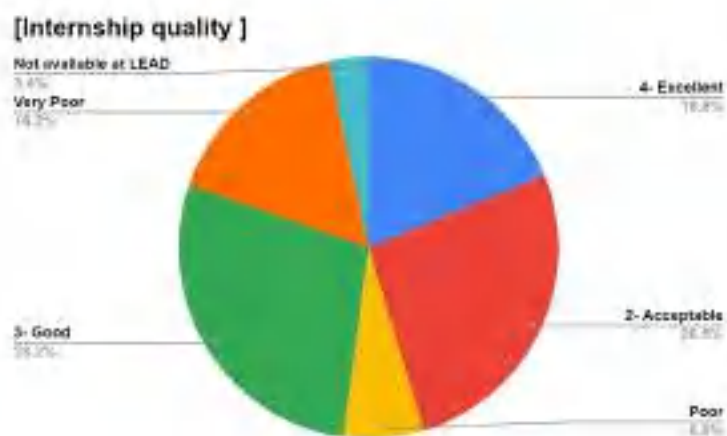


**[Build competencies in Transferable Management skills, Information Technology skills and Digital communication skills.]**

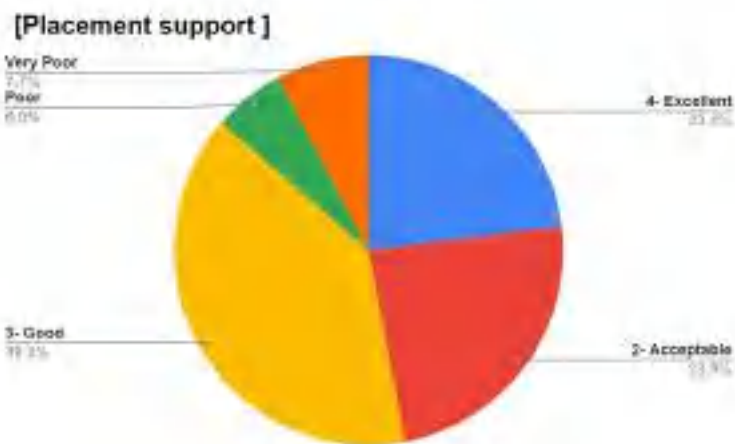




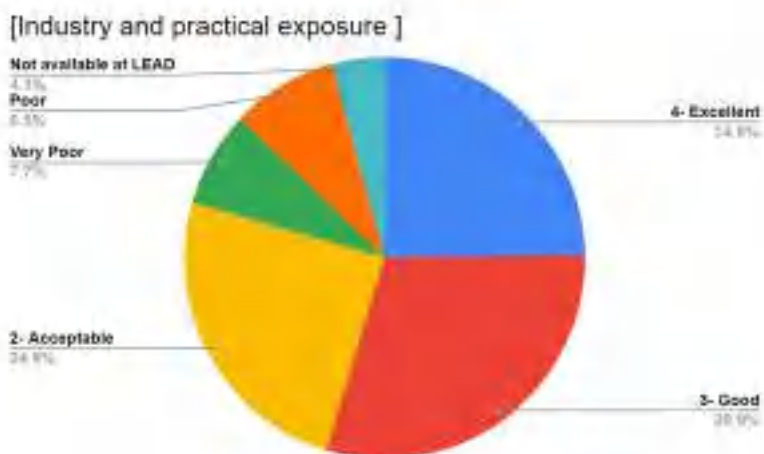
**Support@LEAD**



This is red flagged

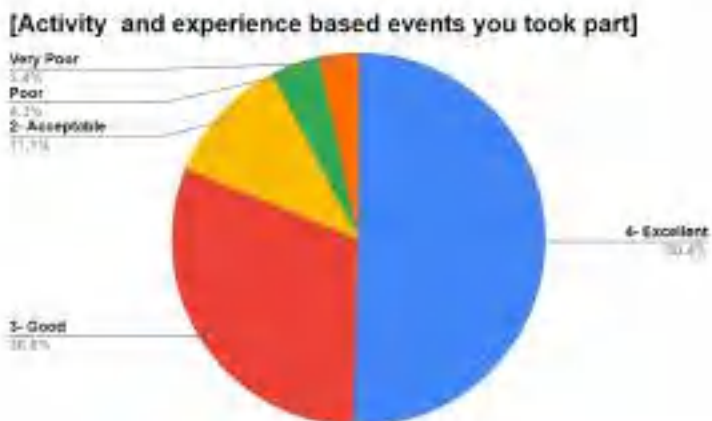


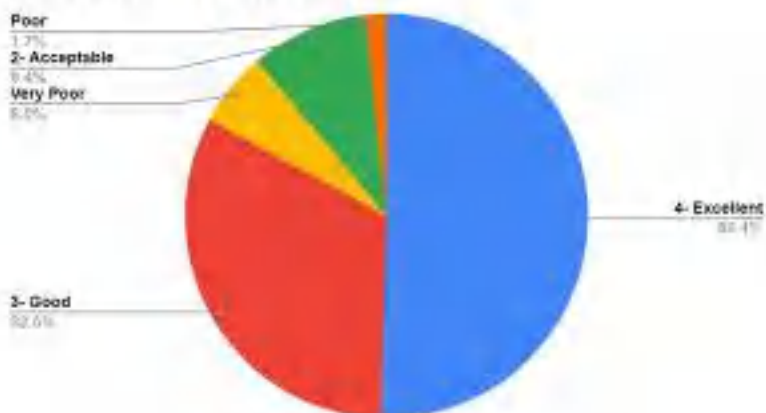
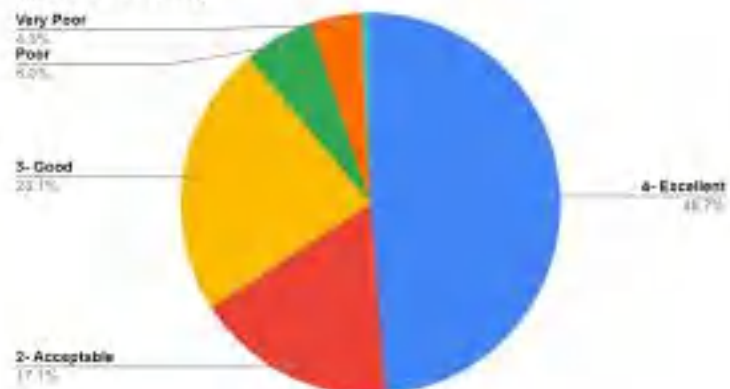
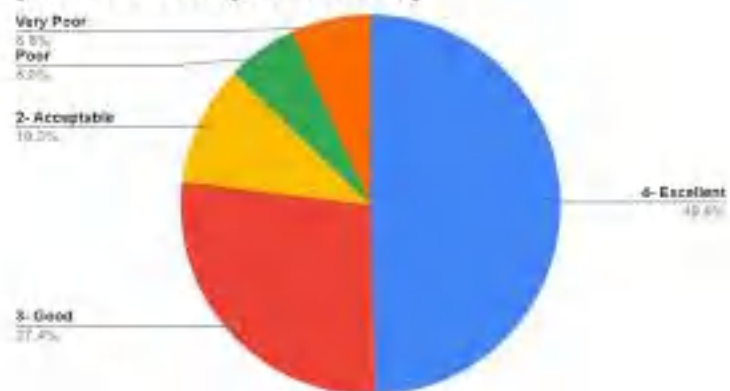
This is red-flagged



This is red-flagged,

**Life@LEAD.**



**[Extra curricular activities]****[Club activities]****[The overall "living environment"]**

## 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
- ❖ പറ്റിച്ചു ജീവിക്കുന്നവരെ പറ്റിച്ചു 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"

# Alumni Feedback Form

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Warm regards.

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

4 – Regularly

3 – Often

2 – Sometimes

1 – Rarely

0– Never



1. What year did you GRADUATE FROM the institute ? \*

2020





If Before 2019 please state year of joining

.....

Where are you currently based ?

Please put your current location e.g. Dubai, Kochi, Bangalore etc.

Kochi

.....

Are you a member of the Alumni Association currently? \*

Yes

No

Yes and I belong to a chapter.

Other: .....

2. What is your gender \*

Male

Female

Your name THIS IS NOT OPTIONAL, It will be kept confidential.

Vineeth Kumar C M

.....

Your contact number THIS IS NOT OPTIONAL, It will be kept confidential.

9539743904

.....

Your email id THIS IS NOT OPTIONAL, It will be kept confidential.

vineethkumar@lead.ac.in

## INSTITUTIONAL PERFORMANCE DURING YOUR TIME AT LEAD

This section captures overall institute's performance

2 The teaching and mentoring process at LEAD facilitated you in your social, emotional and **knowledge** growth. \*

4 – Significantly

3 – Very well

2 – Moderately

1 – Marginally

0– Not at all

3. The institution provided you multiple opportunities to learn and grow in their program curriculum and out of class learning modules \*

4 – Strongly agree

3 – Agree

2 – Neutral

1 – Disagree

0– Strongly disagree

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

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

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

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

6. Overall , How well did the teachers prepare for the classes? \*

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

7. Overall, How well were the teachers able to communicate? \*

- 4 – Always effective
- 3 – Sometimes effective
- 2 – Just satisfactorily
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9. Teachers informed you about your expected competencies, course outcomes and program outcomes. \*

- 4 – Every time
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- 2 – Occasionally/Sometimes
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10. The teachers illustrated the concepts through examples and applications. \*

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

- 4 – Fully
- 3 – Reasonably
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15 .Overall The teacher’s approach to teaching can best be described as \*

- 4– Excellent
- 3 – Very good
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16. The overall quality of teaching-learning process in LEAD is very good. \*

- 4 –Strongly agree
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Please answer all questions

HOW WELL HAS THE MBA PROGRAM AT LEAD HELPE YOU IN IMPROVING THE FOLLOWING ABILITIES/SKILLS \*

4- Excellent Improvement      3- Good improvement      2- Some improvement      1-Very little improvement      0-No improvement

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






Foster Analytical and critical thinking abilities for data based decision-making.






Value-based Leadership ability






Understand, analyze and communicate global, economic, legal and ethical aspects of business






Lead yourselves and others in the achievement of organizational goals, contributing to a team environment.






Develop skills to self –initiated and resourceful.






Build competencies in Transferable Management skills, Information Technology skills and Digital



communication  
skills.

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

1. More practical session
  2. Learning outside class
  3. Need to change the teaching methods
-

Please rate the following at LEAD . \*

|  | 4- Excellent                     | 3- Good                          | 2- Acceptable                    | Poor                  | Very Poor                        | Not available at LEAD |
|--|----------------------------------|----------------------------------|----------------------------------|-----------------------|----------------------------------|-----------------------|
| Placement support                                  | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Training for skill development                     | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| The accommodation at LEAD                          | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Activity and experience based events you took part | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Extra curricular activities                        | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| The overall learning environment                   | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
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| Internship quality                                 | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

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

4-Definitely Yes

3-Yes

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0-No

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

4-Definitely Yes

3-Yes

2-Probably Yes

1-Not sure

0-No

If you have answered definitely yes or yes, please write briefly what skills you can impart to the students?

1. To help them pursue their goals by assisting them chasing their dreams.
  2. Assist them with their job selection & advice
-

Please tell us what you are currently doing ? \*

- I am working in a private company full time
- I am working for a government company
- I am managing my own business
- I am pursuing further studies
- I am looking for a job
- I am a home-maker
- I am working on becoming an entrepreneur/ start-up initiator
- Other: .....

If you are working or pursuing entrepreneurship, briefly describe what your company does/you do?

.....

Thank you for your time and support. We wish you best of luck  
Warm regards.

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Trivandrum

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Your name THIS IS NOT OPTIONAL, It will be kept confidential.

Ivin Raj

Your contact number THIS IS NOT OPTIONAL, It will be kept confidential.

9567323003

Your email id THIS IS NOT OPTIONAL, It will be kept confidential.

rochs.ivib@lead.ac.in

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Lead yourselves and others in the achievement of organizational goals, contributing to a team environment.

Develop skills to self –initiated and resourceful.

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

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To crack job interviews- especially "self intro"

---



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Prasanth PR

Your contact number THIS IS NOT OPTIONAL, It will be kept confidential.

9809111211

Your email id THIS IS NOT OPTIONAL, It will be kept confidential.

prasanth@outlook.com

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| Internship quality                                 | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- 4-Definitely Yes
- 3-Yes
- 2-Probably Yes
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Will you be interested in mentoring students at LEAD to help them grow ? \*

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If you have answered definitely yes or yes, please write briefly what skills you can impart to the students?

Skills Required To Get Into The FMCG Industry

---

Please tell us what you are currently doing ? \*

- I am working in a private company full time
- I am working for a government company
- I am managing my own business
- I am pursuing further studies
- I am looking for a job
- I am a home-maker
- I am working on becoming an entrepreneur/ start-up initiator
- Other: .....

If you are working or pursuing entrepreneurship, briefly describe what your company does/you do?

Amul

Thank you for your time and support. We wish you best of luck  
Warm regards.

This form was created inside LEAD College of Management.

Google Forms

# Alumni Feedback Form

Greetings. At LEAD, our journey towards quality and excellence needs your support and honest feedback as to your perspectives on the time you spend with us. Please take some time and complete this survey. It is long but every useful to you and us to help improve what we do at LEAD. All information you provide is confidential and will not be shared with anyone outside of LEAD. Thank you for your support and feedback. PLEASE ANSWER ALL APPLICABLE QUESTIONS. **ALL ANSWERS WILL BE KEPT CONFIDENTIAL AND NOT SHARED AS INDIVIDUAL DATA . YOUR NAME IS OPTIONAL AS WE WILL REACH OUT TO YOU FOR FURTHER SUPPORT .**

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Warm regards.

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

- 4 – Regularly
- 3 – Often
- 2 – Sometimes
- 1 – Rarely
- 0– Never



1. What year did you GRADUATE FROM the institute ? \*

before 2019 ▼

If Before 2019 please state year of joining

2012

Where are you currently based ?

Please put your current location e.g. Dubai, Kochi, Bangalore etc.

Palakkad

Are you a member of the Alumni Association currently? \*

Yes

No

Yes and I belong to a chapter.

Other: .....

2. What is your gender \*

Male

Female

Your name THIS IS NOT OPTIONAL, It will be kept confidential.

Ajay J

Your contact number THIS IS NOT OPTIONAL, It will be kept confidential.

9809983878



Your email id THIS IS NOT OPTIONAL, It will be kept confidential.

ajay@lead.ac.in

## INSTITUTIONAL PERFORMANCE DURING YOUR TIME AT LEAD

This section captures overall institute's performance

2 The teaching and mentoring process at LEAD facilitated you in your social, emotional and **knowledge** growth. \*

4 – Significantly

3 – Very well

2 – Moderately

1 – Marginally

0– Not at all

3. The institution provided you multiple opportunities to learn and grow in their program curriculum and out of class learning modules \*

4 – Strongly agree

3 – Agree

2 – Neutral

1 – Disagree

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- 4 – Strongly agree
- 3 – Agree
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5.The institute/ teachers used student centric methods, such as experiential learning, participative learning and problem solving methodologies for enhancing learning experiences. \*

- 4 – To a great extent
- 2 – Some what
- 3 – Moderate
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6. Overall , How well did the teachers prepare for the classes? \*

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- 4– Excellent
- 3 – Very good
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16. The overall quality of teaching-learning process in LEAD is very good. \*

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Please answer all questions

HOW WELL HAS THE MBA PROGRAM AT LEAD HELPE YOU IN IMPROVING THE FOLLOWING ABILITIES/SKILLS



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Understand, analyze and communicate global, economic, legal and ethical aspects of business



Lead yourselves and others in the achievement of organizational goals, contributing to a team environment.



Develop skills to self –initiated and resourceful.



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Management skills, Information Technology skills and Digital communication skills.

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

---



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Yes and I belong to a chapter.

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Your name THIS IS NOT OPTIONAL, It will be kept confidential.

Mohammed Ambras

Your contact number THIS IS NOT OPTIONAL, It will be kept confidential.

9656439246

Your email id THIS IS NOT OPTIONAL, It will be kept confidential.

ambras@lead.ac.in

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Warm regards.

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Google Forms



# **RECRUITER FEEDBACK REPORT: ACTION TAKEN DETAILED REPORT OF FINDINGS SAMPLES OF FEEDBACK GIVEN BY RECRUITERS**

**Decision Making Group:**

**MINUTES OF MEETING HELD ON March 19, 2023@ 1900 hrs. DMG / 2023: 4/2022-23: RECRUITER FEEDBACK**

|                   |  |   |
|-------------------|--|---|
| <b>Attendance</b> | <ul style="list-style-type: none"> <li>• Dr. Thomas- Chairman.- Out of station: ABSENT</li> <li>• Mrs Yasmin Samad-Administrator</li> <li>• Dr.Sreekanth-Academic Advisor :Online</li> <li>• Dr. R. Chandrasekhar Menon-Professor:Online</li> <li>• Dr. K. V. Unninarayanan-Professor: Online</li> </ul> | <ul style="list-style-type: none"> <li>• Mr. Vimal Placement officer Invited</li> <li>• Dr. Umesh Chandrasekhar -invited guest member</li> <li>• Dr. Balamourugane .</li> </ul> |
|-------------------|--|---|

Please find below the minutes of the meeting and points noted with reference to the recruiter feedback survey conducted by IQAC and the report which were shared with you. There has been a delay in actioning it. We have noted the top concerns and addressed them here. Other points will be discussed separately for the academic year 2023-24 later when the changes planned are deployed and a second cycle feedback is taken:

| Survey finding                      | Gap notices/ DMG Observation  | Action plan/ process deployment   |
|-------------------------------------|---|---|
| Student interaction at preplacement | Lack of prior reading and awareness   | To strengthen the value-added-module NEWS ANALYSIS  |
| Personal interview                  | Skills and confidence   | This needs one-to-one engagement and mentors are advised to identify and help individuals. Placement team to provide assessment sheets and a list of students they have assessed as poor. |
| Confidence                          |   |   |
| Company awareness                   | The PLACEMENT LOT should create briefing sessions and mock practices and enhance awareness. If there is not even a minimum awareness, then the students should be asked to stand down if needed   |   |
| Dress and grooming                  | There is a mandate for dress code on working days in the time-table. Mentors are advised to ensure that this is adhered to strictly. Placement team and PLACEMENT LOT to monitor this on placement days and ensure compliance, improvements. If not complied with, please ensure and SOP for penalty points |   |

Placement team to note that most processes are happening online currently, We need to get recruiter feedback post placement process to ensure that we have sufficient responses and can engage them better. Please also identify industry experts from recruiter companies who can come and take value added sessions and/or complement our electives eg. Banking, retail etc,




Dr. Thomas George K  
Director

March 21, 2023  
cc: QLEAD

- Mr. Ajay Japamani to brief and propose a training plan for this semester and for semester I and 3.
- PLACEMENT LOT TO BE ENGAGED MORE EFFECTIVELY.
- Placement training and time-table embedment is now mandated by DMG. Ms Yasmin Samad and Dr. KK to ensure.
- Additional guest faculty and trainers on contract, temporary basis is also approved.

**Q:LEAD**

To: The Decision Making Group

13 Jan 2023

From Team IQAC .

Please find enclosed the recruiter feedback received from the TPO team for the recruitment cycle 2021-22 which was completed in November 2022 . There was a delay in account of the closure delays in the semesters and the processes.

The target is 80% minimum in the top 3 scores totaled. The following are the flags: Green-acceptable, Yellow-needs improvement and Red- Needs strategic direction for improvement:

| <b>Institutional Infrastructure and Process Enablement</b>             |        |
|--|--------|
| Physical facilities of the campus for conducting the process           | Green  |
| Visit coordination e.g. bookings and transport                         | Green  |
| Speed of response to your query by the team                            | Green  |
| Hospitality arrangements   | Green  |
| Quality of relevant information and data provided                      | Green  |
| Any administrative support you asked and were given                    | Green  |
| Overall performance of the assigned student admission team             | Green  |
| <b>Student Engagement</b>  |        |
| Student interaction/response at pre-placement talks                    | Red    |
| Students' discipline at the process                                    | Yellow |
| Students' overall dress and grooming                                   | Yellow |
| <b>Student Performance</b>   |        |
| Students' awareness about the recruiter company                        | Red    |
| Overall assessment of the student skills in group discussion           | Green  |
| Overall assessment of the student skills in personal interview         | Red    |
| Students' ability to quote examples/relate to real world examples      | Yellow |
| Students overall confidence level                                      | Red    |
| Students awareness of key concepts and points from subject perspective | Yellow |

This is an overview and ideally the next cycle improvement should be 80% in top 2 scores. Please also review the individual comments for further information.

The detailed findings are enclosed with this note.

Many thanks.

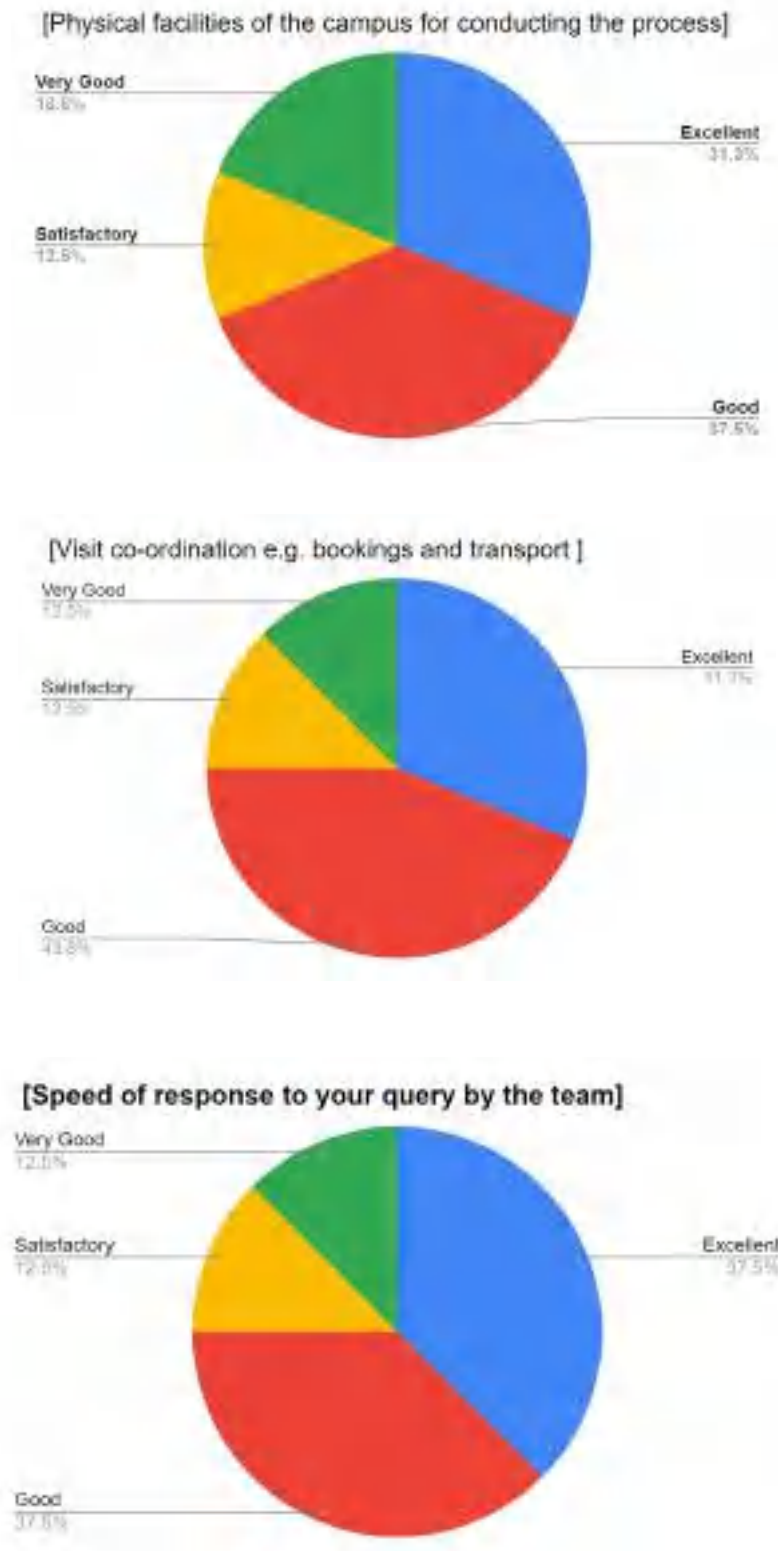


**IQAC Advisor: Data from Placement Team**

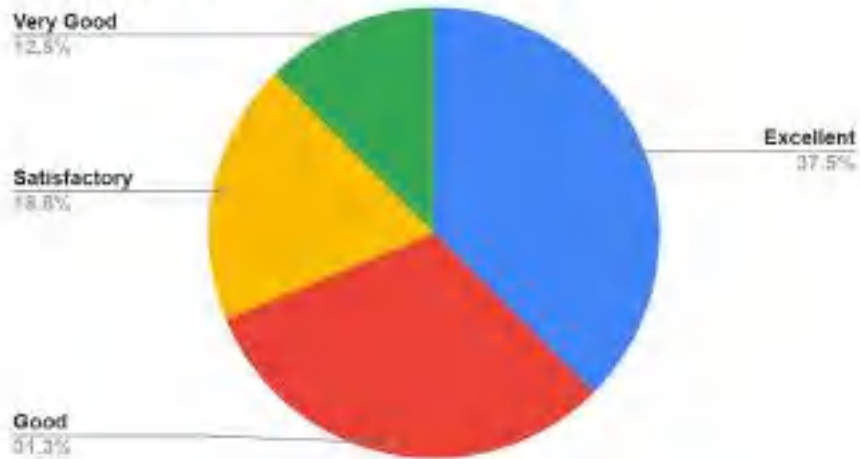


## DETAILED ANALYSIS OF RESPONSES

### Institutional Infrastructure and Process Enablement



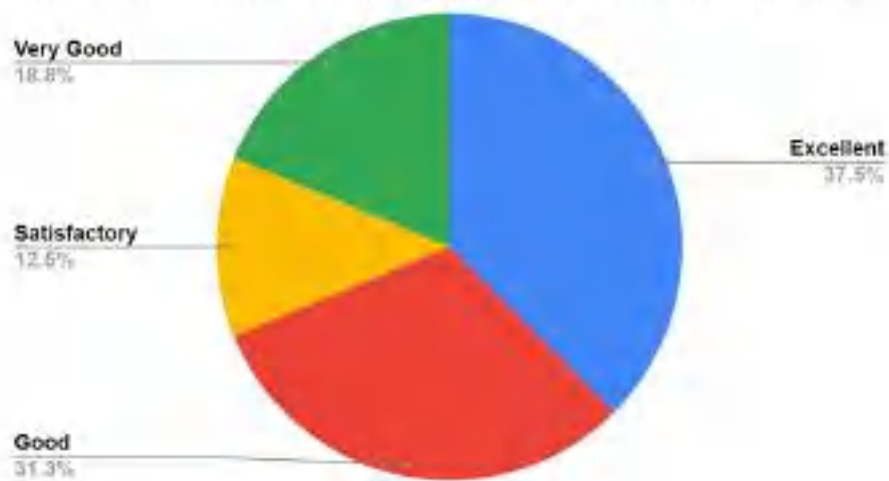
**[Hospitality arrangements ]**



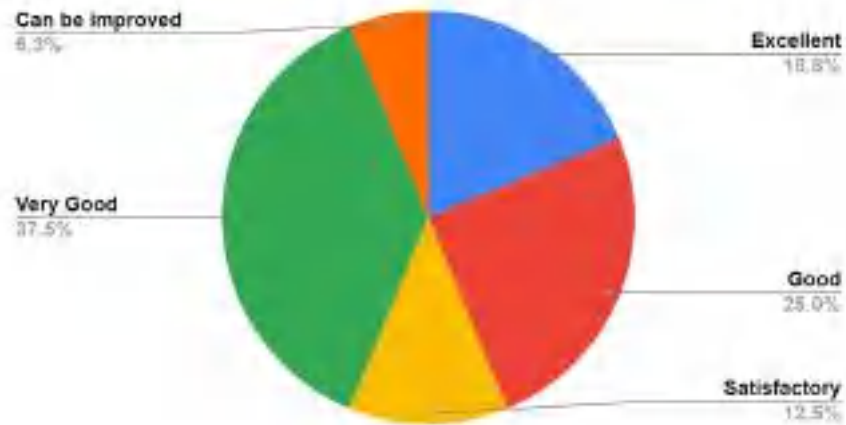
**[Quality of relevant information and data provided ]**



**[Any administrative support you asked and were given ]**

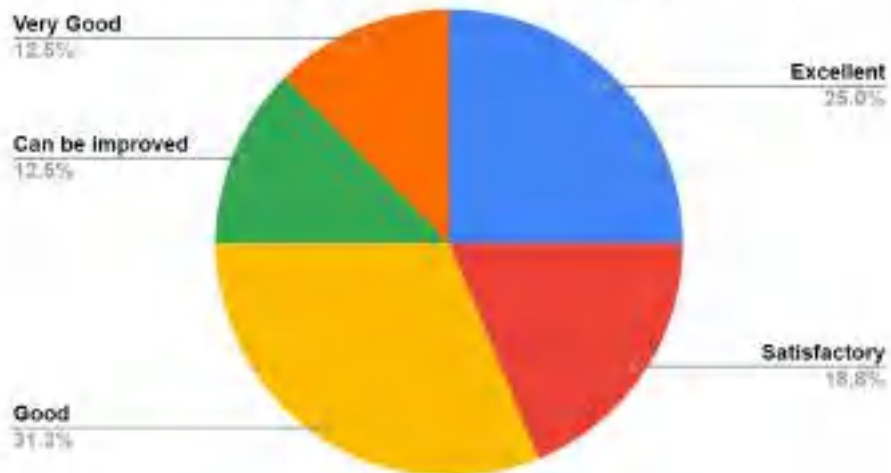


**[Overall performance of the assigned student admission team]**

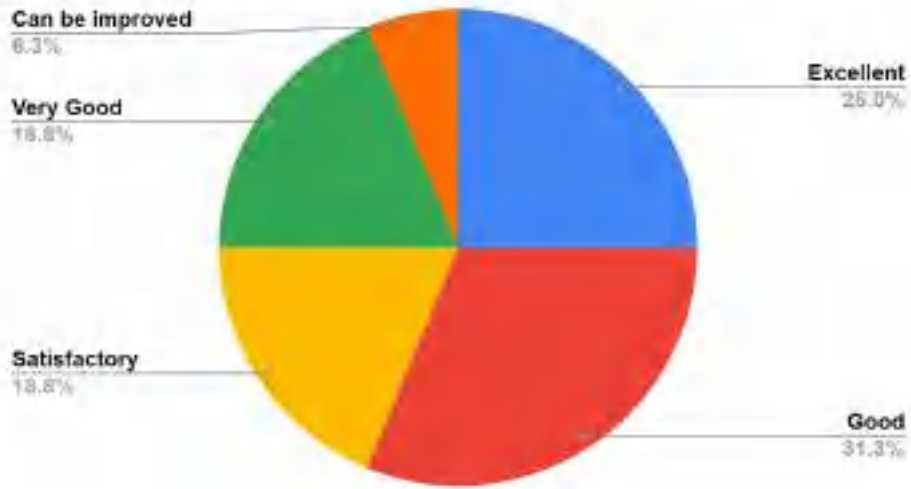


**Student Engagement**

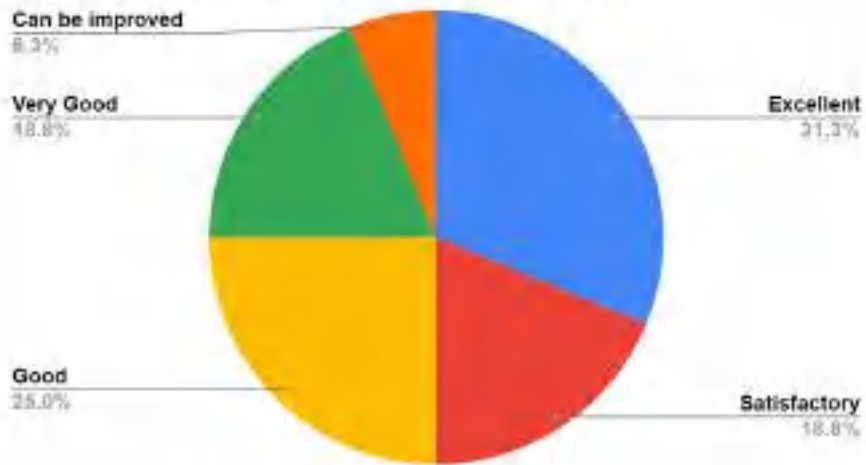
**[Student interaction/response at pre-placement talks]**



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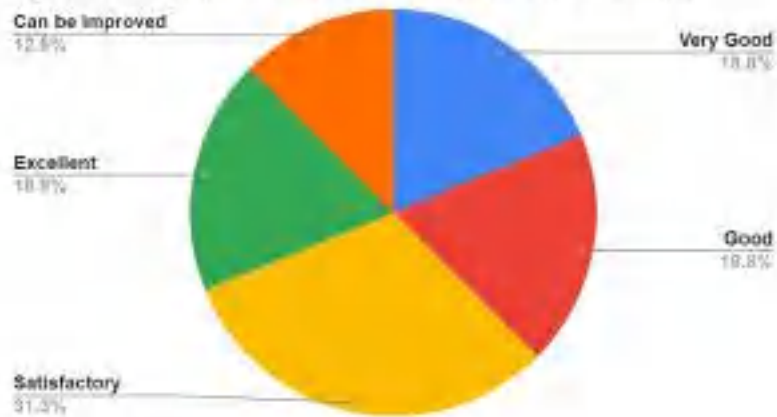
**[Students' overall dress and grooming ]**



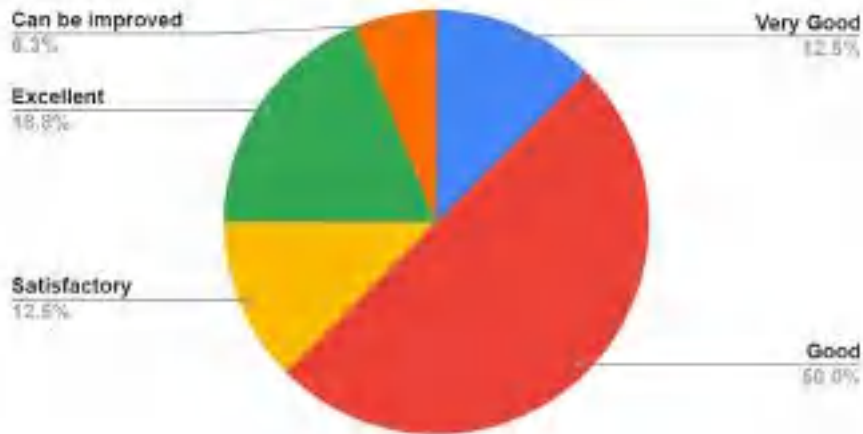
**Student Performance**



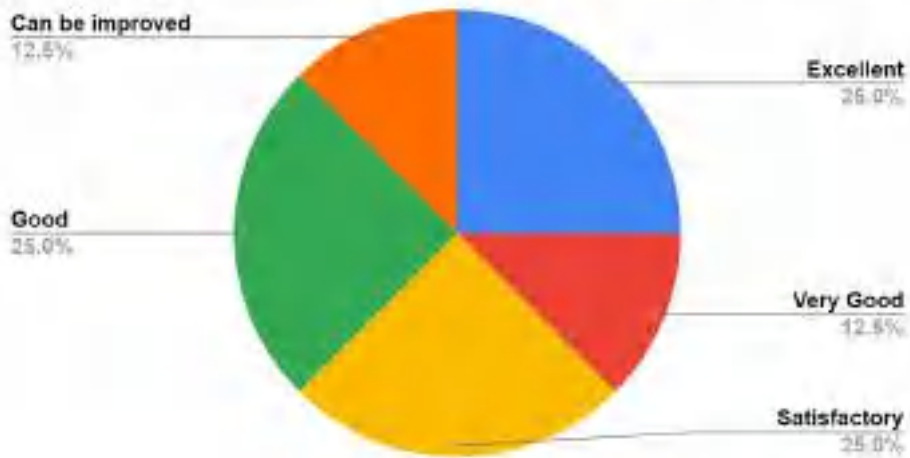
**[Students' awareness about the recruiter company ]**



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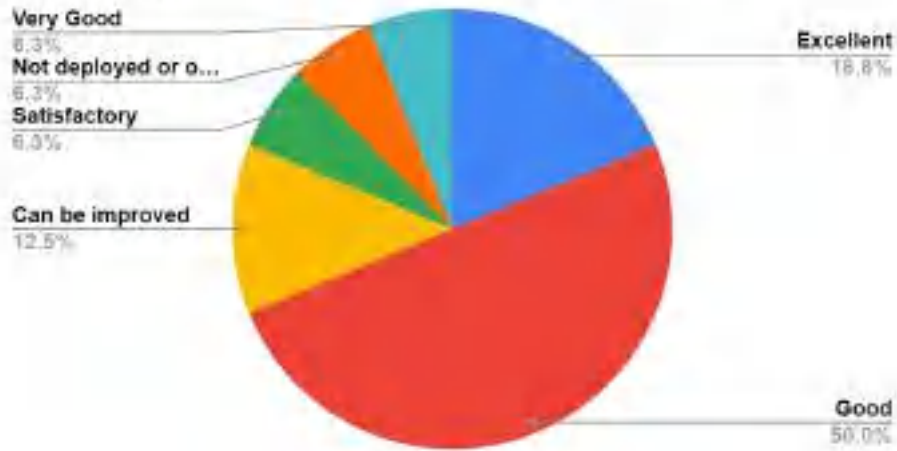


**[Overall assessment of the student skills in personal interview ]**

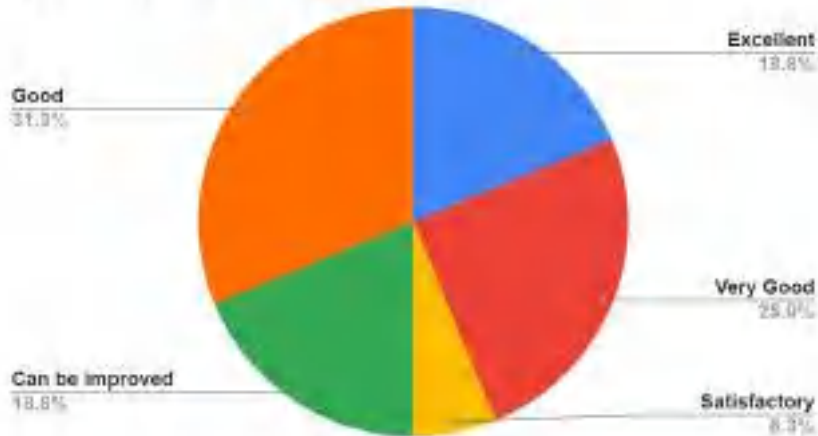




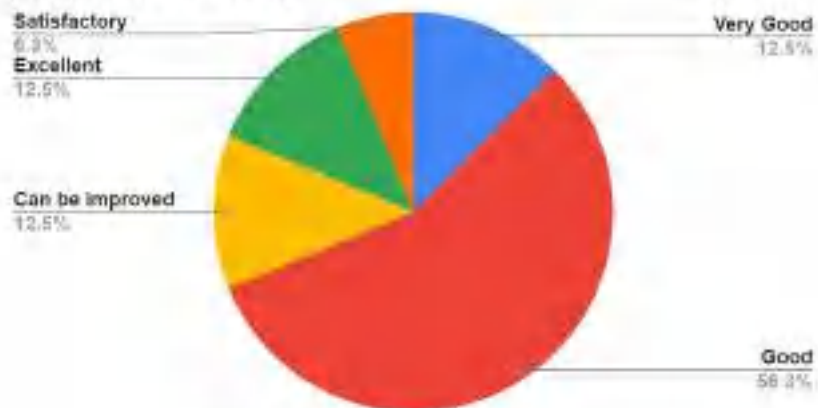
**[Students' ability to quote examples/relate to real world examples ]**



**[Students overall confidence level]**



**[Students awareness of key concepts and points from subject perspective ]**



Please do write below a few sentences as to how we can improve the process for you at Lead

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills

- Dear Team, as mentioned above altogether we are impressed by your hospitality and disciplined atmosphere. Students as well as College team members are very cooperative everything is fine
- Apart from academics systematic industry mentoring with impact assessment should be done for students by practicing professionals. We can help with it if needed.
- Students long term commitment
- Student to be informed well about the company and the roles for hiring
- More training for students focusing on job placements shall be helpful.
- If they are educated with industry knowledge to concerned manufacturing nature it will be good.
- Students need to be well prepared with the process and be very confident during the interview process.
- Please ask students to understand the profile/ company product line instead of learning the lines from website
- I respect all the team members who advised the students to act accordingly for the welfare of the recruiting companies. Students are extremely talented and ready to act whenever needed. Confidence level of students are high
- Students' confidence, articulation skills, business, industry & company understanding needs to improve a lot.
- Aptitude training can be given to students
- Soft skills can be improved
- Passion for the applied role, knowledge about the company profile and job profile is a must.
- English language skills
- They need to be trained on Communication skills (Speak confidently, present themselves better)  
Basic accounting, Excel and be more corporate ready .

# RECRUITERS FEEDBACK FORM: recruit @Lead

Greetings from Lead College of Management

We are grateful for your extended support to us and look forward to welcoming you to our campus.

I request your kind assistance in completing the recruiter feedback form which is necessary as a part of accreditation and quality improvement. Your specific details will remain confidential and the results will be used to create a holistic report and action plan which will help all our stakeholders.

Please reach us for any assistance ON

Many thanks

YOUR NAME

Aanal Shah

COMPANY

FAIRMATE CHEMICALS PVT LTD

DID YOUR COMPANY OFFERED PLACEMENTS LAST YEAR ?

Yes

No

Cannot say

PLEASE EVALUATE THE FOLLOWING: PROCESS ENABLEMENT

Excellent

Very Good

Good

Satisfactory

Can be improved

Physical Facilities  
on campus for  
conducting the  
process

Visit co-  
ordination e.g.  
bookings and  
transport

Speed of  
response to your  
queries by the  
team

Hospitality  
arrangements

quality of relevant  
information and  
data provided

Any  
administrative  
support you  
asked and were  
given

Overall  
performance of  
the assigned  
student  
admission team

PLEASE EVALUATE THE FOLLOWING: STUDENT ENGAGEMENT

|  | Excellent             | Very Good                        | Good                             | Satisfactory          | Can be improved       | Not deployed or observed |
|--|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|--------------------------|
| Student interaction/response at pre-placement talks                    | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Students discipline at the process                                     | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Students overall dress and grooming quality                            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Students awareness about the role offered                              | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Students awareness about the recruiter company                         | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Overall assessment of the student skills in group discussion           | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
| Overall assessment of the student skills in personal interview         | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |
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| Students awareness of key concepts and points from subject perspective | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    |

Please do write below a few sentences as to how we can improve the process for you at Lead

Over all experience of student interview is very good.

---

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills.

---

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Google Forms

# RECRUITERS FEEDBACK FORM: recruit @Lead

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Please reach us for any assistance ON

Many thanks

YOUR NAME

SHINY WILLIAMS

COMPANY

CUBE INNOVATORS TECHNOLOGIES PRIVATE LTD

DID YOUR COMPANY OFFERED PLACEMENTS LAST YEAR ?

Yes

No

Cannot say

PLEASE EVALUATE THE FOLLOWING: PROCESS ENABLEMENT

Excellent

Very Good

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Satisfactory

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Overall  
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PLEASE EVALUATE THE FOLLOWING: STUDENT ENGAGEMENT

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Please do write below a few sentences as to how we can improve the process for you at Lead

Both the colleges are believed in Norms and ethics. Management are enriched with professionalism. Placement officers as well as coordinators are well monitoring the students.

---

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills.

As students of both colleges are well disciplined, when I spoke about Inrenships, the interns done a good deal with our company. Interns later joined in Our company as Sales Consultants. All having dreams of their own.

---

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Please reach us for any assistance ON

Many thanks

YOUR NAME

Sanchit Patil

COMPANY

Aptech Limited

DID YOUR COMPANY OFFERED PLACEMENTS LAST YEAR ?

Yes

No

Cannot say

PLEASE EVALUATE THE FOLLOWING: PROCESS ENABLEMENT

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Please do write below a few sentences as to how we can improve the process for you at Lead

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills.

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Please reach us for any assistance ON

Many thanks

YOUR NAME

Darshan R M

COMPANY

Alorica India Pvt Ltd

DID YOUR COMPANY OFFERED PLACEMENTS LAST YEAR ?

Yes

No

Cannot say

PLEASE EVALUATE THE FOLLOWING: PROCESS ENABLEMENT

Excellent

Very Good

Good

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Please do write below a few sentences as to how we can improve the process for you at Lead

The culture this organisation follows is something which should be brought out and practiced! Learnt many things.

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills.

Need to focus on communication skill! Which would help them in market - for better opportunities and growth.

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Please reach us for any assistance ON

Many thanks

YOUR NAME

Suriyanarayanan Balasubramanian

COMPANY

Enterprise IT Solutions

DID YOUR COMPANY OFFERED PLACEMENTS LAST YEAR ?

Yes

No

Cannot say

PLEASE EVALUATE THE FOLLOWING: PROCESS ENABLEMENT

Excellent

Very Good

Good

Satisfactory

Can be improved

Physical Facilities  
on campus for  
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Visit co-  
ordination e.g.  
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Speed of  
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Overall  
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| Students discipline at the process                                     | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>    |
| Students overall dress and grooming quality                            | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>    |
| Students awareness about the role offered                              | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>    |
| Students awareness about the recruiter company                         | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>    |
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| Students awareness of key concepts and points from subject perspective | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>    |

Please do write below a few sentences as to how we can improve the process for you at Lead

Exposure to meeting more industry experts; guest lectures; creating opportunities to THINK; orientation program on how to approach MBA, will make the students' life better when they go out...

---

Please do write below a few sentences as to what pain points we need to address vis-à-vis our student skills.

---

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