

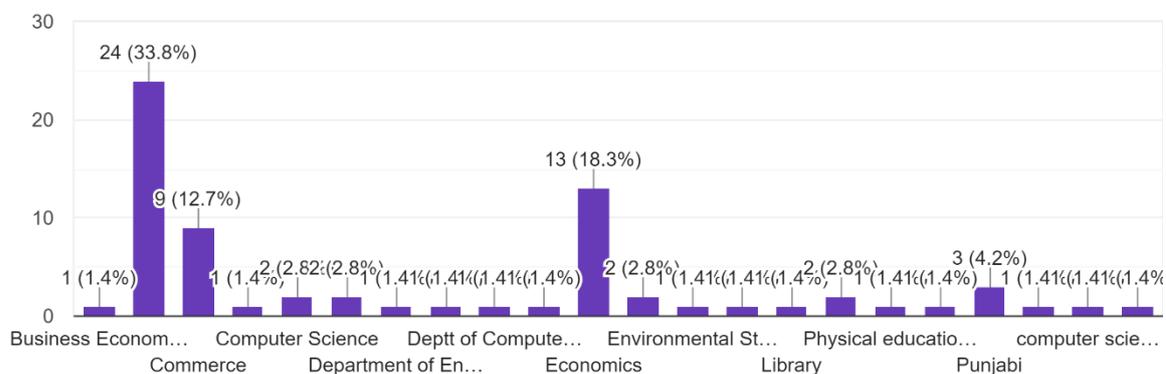
## FACULTY FEEDBACK REPORT 2018-19

In an institution, a teacher is a sculptor who plays multidimensional role to inculcate the nuances of subjects to heterogeneous cult of students. Job satisfaction of the faculty of higher education institutions is an essential factor for the advancement of the institution towards achieving efficiency and effectiveness in the processes of learning and education. By having a greater understanding of what forces within an institution have the greatest impact on faculty job satisfaction, administrators will be better positioned to create such an environment.

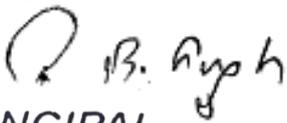
Sri Guru Gobind Singh College of Commerce, University of Delhi, lays emphasis on creating a congenial work environment for its staff. To facilitate this, the college conducted a survey through google forms in which the staff were asked to rate their satisfaction levels for different aspects i.e. Curriculum Aspect, Infrastructural Facilities, Professional Development, Campus/Support Services & Institutional Ideology. The survey sought progressive suggestions from the faculty to ensure they feel empowered and valuable improvements are welcomed with open arms. The feedback form for the academic year 2018-2019 received responses from 64 faculty members.

Department

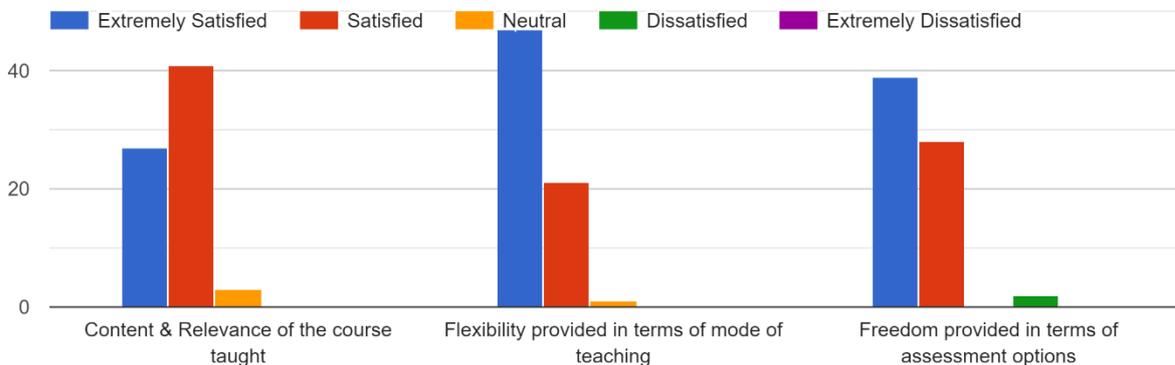
71 responses



Today's academic environment is complex and competitive and monitoring the quality of curriculum is an essential component to serve the interests of the students. The teachers evaluated various aspects such as- content & relevance of content, academic freedom w.r.t to teaching methodology, assessment options. Overwhelmingly, 70% of the staff reported high levels of satisfaction in flexibility provided in terms of mode of teaching. More than half (56%) were satisfied with the relevance of the content taught.

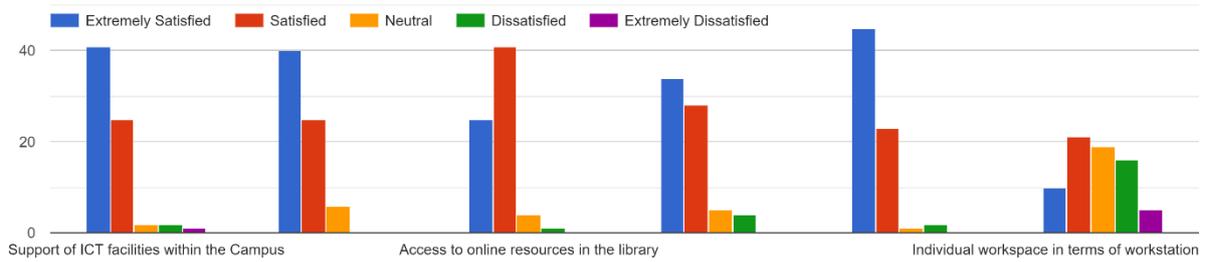
  
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## Curriculum Aspect

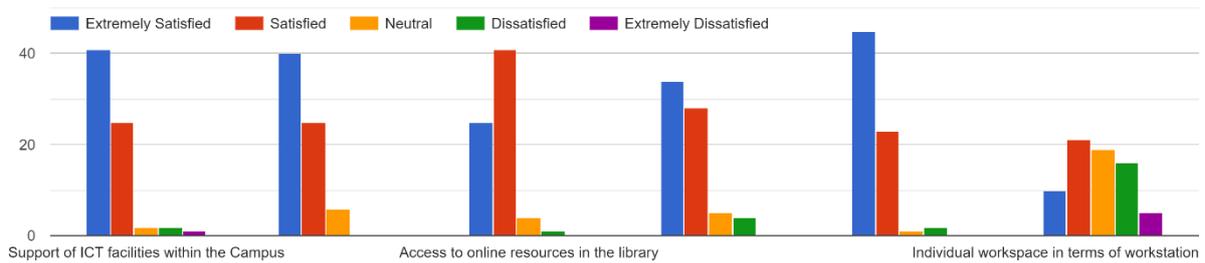


Education infrastructure comprising of buildings, classrooms, laboratories, and equipment etc - are crucial elements of learning environments in colleges. There is strong evidence that high-quality infrastructure facilitates better instruction and improves student outcomes. Nearly, 61% of the staff expressed being extremely satisfied with the support of ICT facilities within the Campus. Library is an integral part of the college. A well-organized library is essential for the teaching-learning process for teachers as well as teachers. Approximately, 60% of the staff reported high level of satisfaction with the provision of adequate, relevant and updated reference material in the library. Only 2% felt that the access to online resources in the library should be improved. 63% of the staff reported that they are highly satisfied with provision of infrastructural facilities such as laboratories, conference room, seminar room, etc in the college. 23% of the faculty members expressed their dissatisfaction level due to the non-availability of workstation/cubicle facility. Overall, it was endearing to conclude that college has been able to provide high quality education infrastructural facilities to the staff.

### Infrastructural Facilities

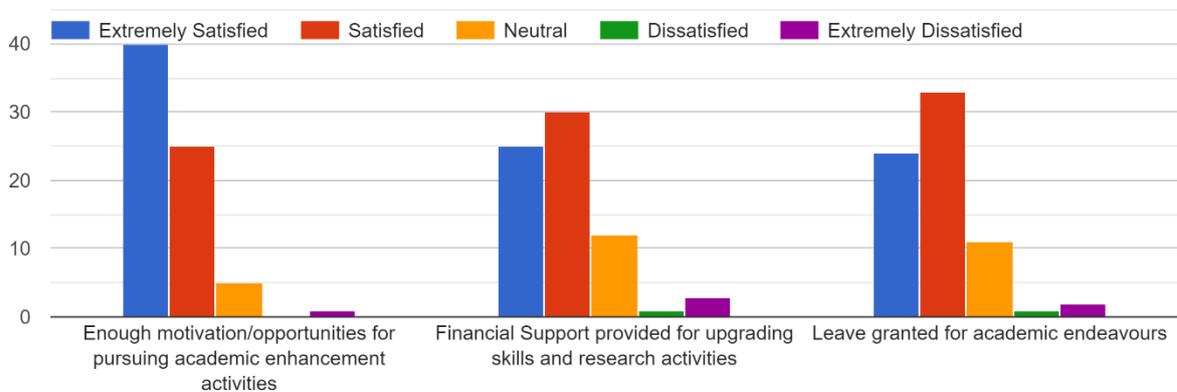


### Infrastructural Facilities

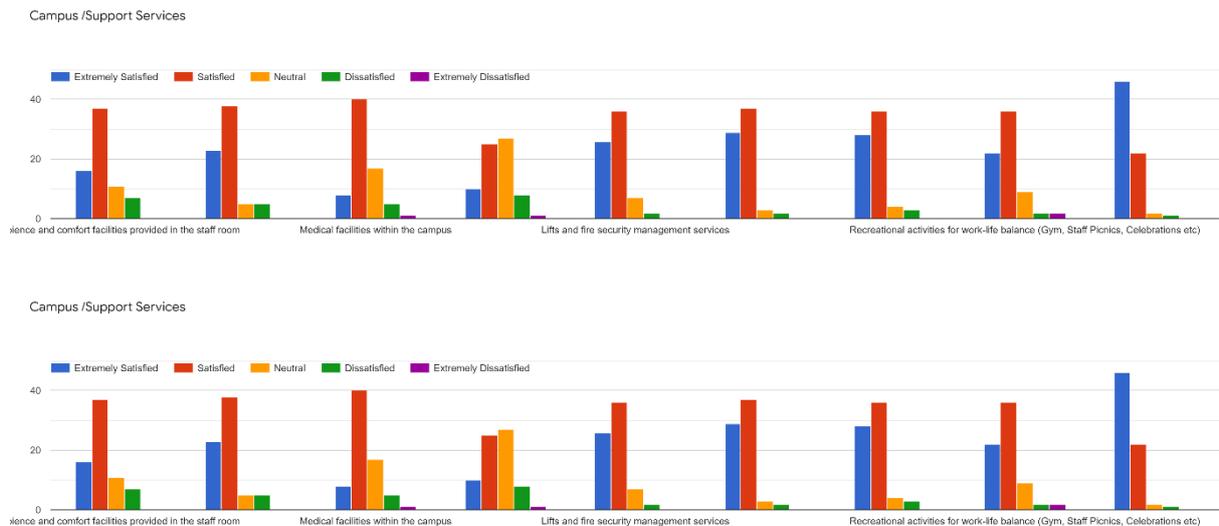


Role of the academic institution in the career advancement of the faculty member is of crucial importance. It is proven that motivation and job satisfaction are positively affected by the opportunities for collaboration and professional development for teachers. Nearly 60% of the staff reported being extremely satisfied with the opportunities for pursuing academic enhancement activities. However, 5% do feel dissatisfied the inadequate financial support from the institution for upgrading their skills.

### Professional Development

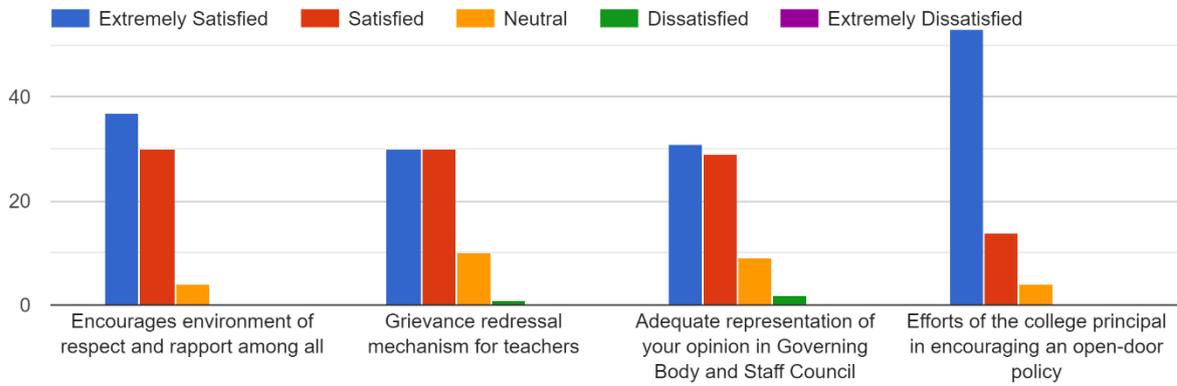


The support services in campus such as canteen facility, medical facility, facilities provided by administrative department etc have a big role to play in smooth functioning of the college. 48% of the staff members reported satisfactory level of comfort facilities are provided in the staff room. More than half of the faculty members are satisfied with the level of hygiene and cleanliness maintained in the campus. A small proportion (11%) reported dissatisfaction with the canteen facilities. More half of the college staff also affirmed that there is efficient and easy conduct of the administration w.r.t salary, medical bills, other university sanctioned privileges. This data confirms that the efforts of the institution in providing safe, secured and comforting environment to its staff is valued and highly appreciated.



The ideology of an institution reflects the value system, beliefs, policies and attitude towards creating an equitable work environment. Nearly 50% of the staff conformed that the institution has always encouraged in creating environment of respect and rapport among all. The teachers expressed satisfaction with the operation of the grievance redressal system. Nearly 2/3<sup>rd</sup> of the staff reported that the head of the institution encourages an open-door policy which paves the path for effective communication, feedback and discussion.

## Institutional Ideology



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