

FACULTY SATISFACTION SURVEY 2023-24

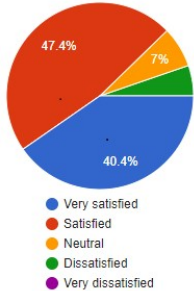
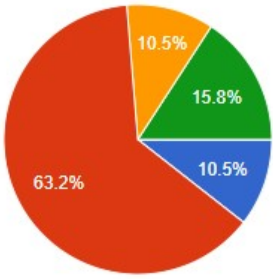
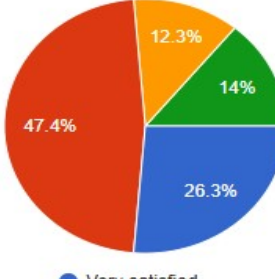
A faculty satisfaction survey was conducted among the faculty members of the college. The questions for the survey were prepared according to the 7-point criteria of the NAAC accreditation. 65 teachers including 12 Associate professors (18%), 4 guest lectures (6%) and 49 Assistant professors participated in the (75%) participate in the faculty satisfaction survey. The average age group of the faculty members were 42 years. The average service duration of the permanent faculty members is 11 years. Among the faculty members who participated in the survey 55% of participants (35 persons) are PhD holders.

1. Curricular Aspects

The participation in curriculum design and examination process of faculty members, were enquired in the survey. The participation of the teachers in the board of studies, Examination boards, and syllabus revision committees, academic council and the Syndicate of the University was enquired. The result is that 59% (38) of the teachers of the college were members of the board of studies, 45% were members of the examination boards, 40% were members of the syllabus and curriculum committees, 2 teachers were members of the academic council. The participation of the teachers in the different curriculum designing and evaluation committees of the University from the college was significant.

2. Teaching learning and evaluation

The faculty satisfaction in the teaching and evaluation process of the college and the University for 2023-24 given in table 1.

Level of job satisfaction in teaching in this college	Opinion the effective is the student evaluation process of the University?	Opinion on the internal evaluation process of the College
 <p> ● Very satisfied ● Satisfied ● Neutral ● Dissatisfied ● Very dissatisfied </p>	 <p> ● Extremely effective ● Effective ● Neither effective or Not effective ● Not effective ● Extremely not effective </p>	 <p> ● Very satisfied ● Satisfied ● Neutral ● Dissatisfied ● Very dissatisfied </p>

87.8% of faculty members have level of job satisfaction in this college	73.7% of teachers have the opinion that the student's evaluation process of the university is effective.	73.7% of teachers have the opinion that the student's evaluation process of the college is effective. Out of these 26.3% have the opinion that it is very effective
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Table1. Faculty satisfaction in teaching, learning and evaluation

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

3. Research, Innovations and Extension

Out of 65 faculty members participated in the survey 9 persons (17%) having research guideship. 4 teachers (8%) are research scholars who are perusing their research for a PhD degree, 17 (25% are having PhD degree who are not research guide, but they are continuing their research, 9 (13%) persons are not doing research and 2 (3%) are discontinued from their research. The publications from the faculty members from the college is 15.

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

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

4. Infrastructure and learning resources

85.4 % of the teachers are satisfied (55.1 % very much and 30.1% good) in obtaining the materials for their teaching. Only a small percentage 3.3% are have difficulty in this matter and will be rectified by the institution. The infra structure facilities for the college is found to be satisfactory according to this survey. Only 1.2% of the teachers are slightly satisfied with the infra structure facilities of the college for teaching.

5. Students support and progression

The college supporting the students, especially the slow learners, differently abled, financially and socially challenged students. Total 78.2% of teachers are satisfied with the

support provided to the students. 21.8 % are not much satisfied. The improvement of the student support and progression are to be strengthened in the forthcoming years.

6. Governance, leadership and management of the institution

The satisfactory level of teachers in the governance and leadership of the institution are analyzed for the 2023-24 year and the findings are

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

The efficacy of the leadership of the college, the satisfactory level of 22.2% is extremely effective and 46.2% is effective. 26.3% anticipating improvement of the efficiency of the college leadership and 5% of the teachers needed a thorough improvement of leadership.

Regarding the rate the administration of the college, 84.6% teachers participated in this survey has the opinion that the college administration is either excellent or Good. 15.4% of the teachers anticipated improvement in the administration of the system.

7. Rate of administration of the college

35.8% of the teachers are rated the administration as excellent and 56.9% rated it as good. Only 10.3% saying that it is fair. Nobody from the group has an opinion that the administration is poor.

8. Institutional values and best practices

The institutional best practices and innovations are satisfactory for 77.7% of the respondents. The satisfactory level and involvement of the teachers in various aspects of the curricular, co-curricular and administrative aspects, appreciation from the authorities and the effective involvement of the talent of the teachers were included in the questionnaire and the survey results are given below in

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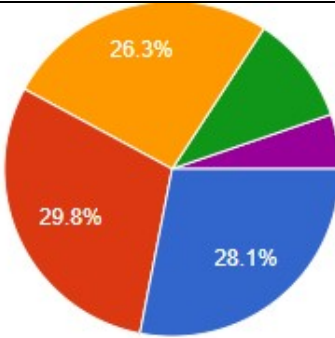
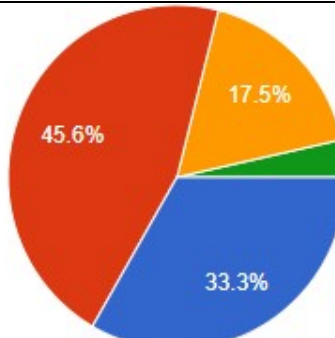
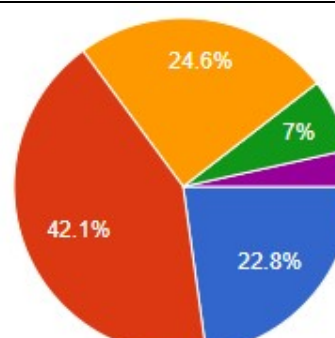
valued by the management?		
 <ul style="list-style-type: none"> • Extremely valued • Very valued • Moderately valued • Slightly valued • Not valued at all 	 <ul style="list-style-type: none"> Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied 	 <ul style="list-style-type: none"> Extremely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

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

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

Rate your contribution towards making this institution as a work place which you are dream about	Overall, how much you satisfied this college as a place to work?	Are you interested to work in this institution in the next year?
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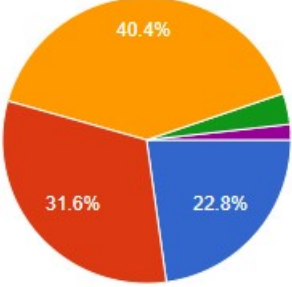
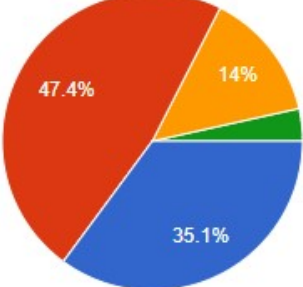
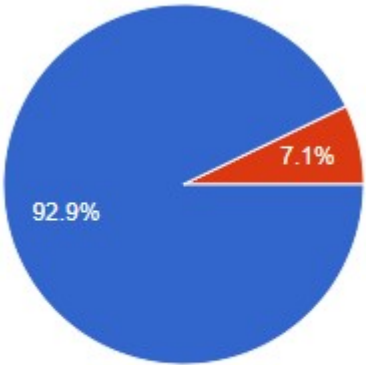
 <ul style="list-style-type: none"> Very high High Satisfactory Low Very low 	 <ul style="list-style-type: none"> Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied 	 <ul style="list-style-type: none"> Yes No
<p>22.8 % are very highly satisfied in this, and 31.6% highly satisfied. 40.4% is satisfied. For a low percentage of the teachers have the opinion that the they are not contributed for the institution with all their talents.</p>	<p>As a conclusive remark, 35.1 % of the teachers are very much satisfied 47.4% are satisfied (total 82.5%) 14% has not</p>	

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

Conclusion

The faculty satisfaction survey for the academic year 2023-24 has been conducted according to the 7-point scale criteria of the NAAC. The responses for the members of the faculty were evaluated and it is found that the satisfactory levels of the faculty members in different aspects are high. It is also exposed the lacunae in different aspects and areas needed improvement. It also required the input from all faculty members with satisfaction to get a united and effective output which leads the institution into an excellence.