

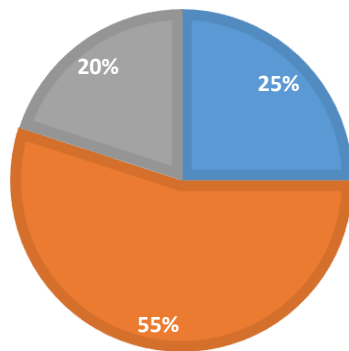
TEACHING STAFF FEEDBACK 2019

No of Respondents: 20

I. DEPARTMENT:

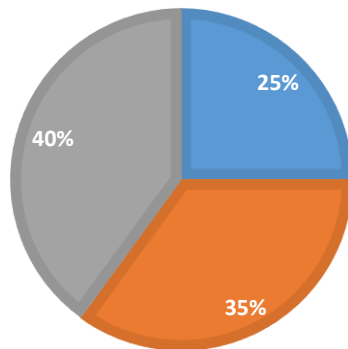
1. I RECEIVE CONSTRUCTIVE FEEDBACK ON MY PERFORMANCE

Always Very Often Rarely Never



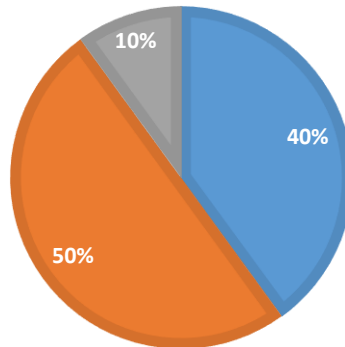
2. I'M APPRECIATED FOR MY ACADEMIC ACHIEVEMENTS

Always Very Often Rarely Never



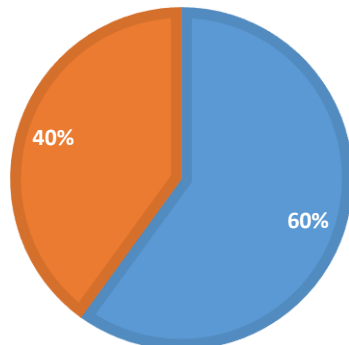
3. I FEEL MY FEEDBACK AND SUGGESTIONS ARE ACCEPTED IN THE TEAM.

■ Always ■ Very Often ■ Rarely ■ Never



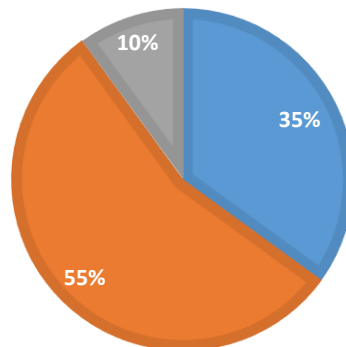
4. I AM GIVEN FREEDOM TO OPERATE IN MY TEACHING-SPACE.

■ Always ■ Very Often ■ Rarely ■ Never



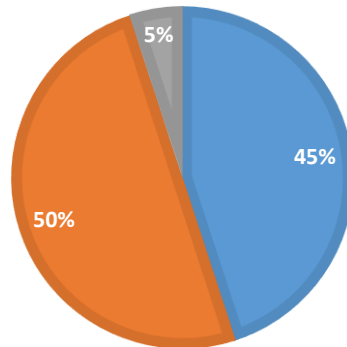
5. I FEEL LIKE I'M AN INTEGRAL PART OF THE TEAM

■ Always ■ Very Often ■ Rarely ■ Never



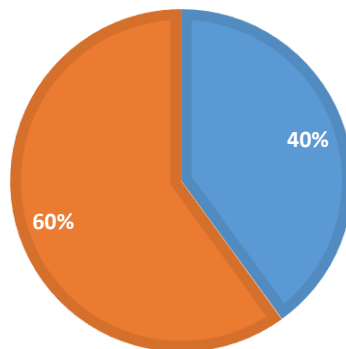
6. I SHARE AN EFFECTIVE RELATIONSHIP WITH TEAM MEMBERS

■ Good ■ Satisfactory ■ Needs improvement ■ Poor



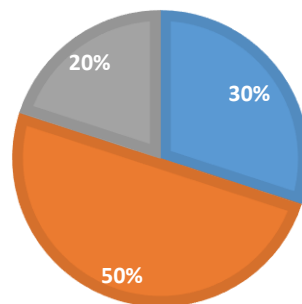
7. I SHARE AN EFFECTIVE RELATIONSHIP WITH TEAM LEADERS

■ Good ■ Satisfactory ■ Needs improvement ■ Poor



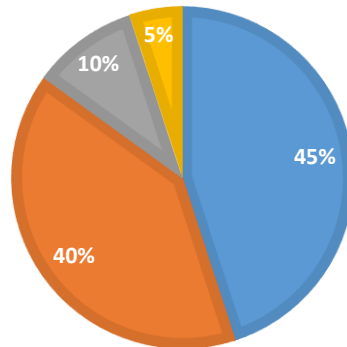
8. WE ARE ABLE TO PROJECT OURSELVES BEFORE STUDENTS AS A TEAM IN THE DEPARTMENT.

■ Always ■ Very Often ■ Rarely ■ Never



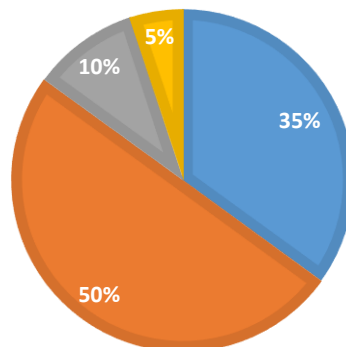
9.MY ROLES AND DUTIES HAVE BEEN CLEARLY DEFINED.

Always Very Often Rarely Never



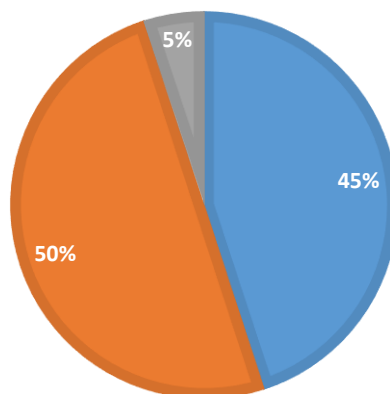
10.THERE IS AN EQUITABLE DIVISION OF JOB RESPONSIBILITIES IN THE DEPARTMENT.

Always Very Often Rarely Never



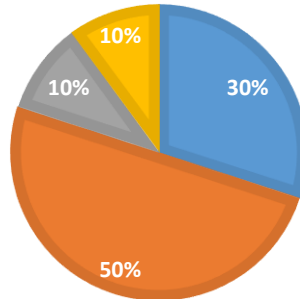
11.I'M ABLE TO MANAGE MY WORKLOAD.

Always Very Often Rarely Never



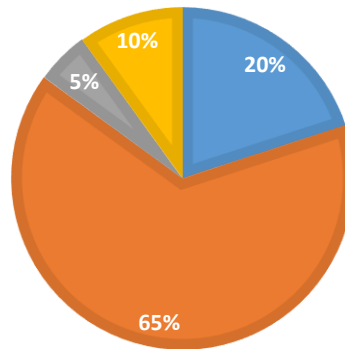
12. THE TIMETABLE AND DEPARTMENTAL SCHEDULES ARE CONDUCTIVE TO THE GROWTH OF STUDENTS.

Always Very Often Rarely Never



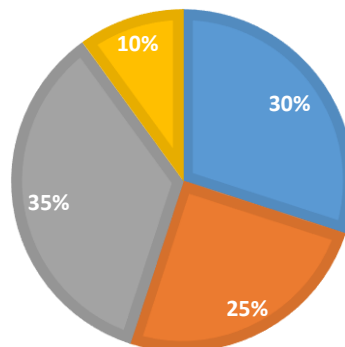
13. THE OFFICIAL COMMUNICATION CHANNELS ARE CLEAR IN THE DEPARTMENT.

Always Very Often Rarely Never



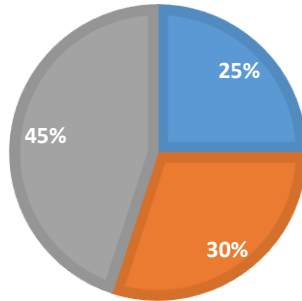
14. THE SYLLABUS AND CURRICULUM ARE FORWARD LOOKING.

Mostly Almost Entirely Partially Not at all



15. THE CURRICULUM SEEKS TO BUILD THE SOCIAL AND EMOTIONAL COMPETENCIES OF STUDENTS.

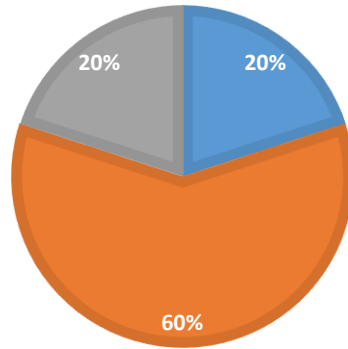
■ Mostly ■ Almost Entirely ■ Partially ■ Not at all



II. COLLEGE:

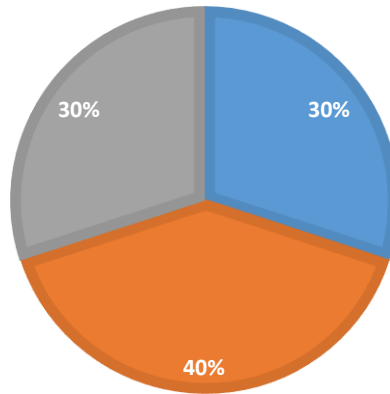
16.THE INFRASTRUCTURAL FACILITIES OF THE COLLEGE ARE:

■ Good ■ Satisfactory ■ Needs improvement ■ Poor



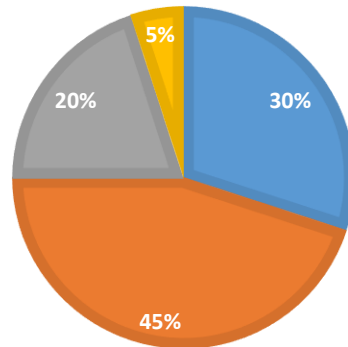
17.THE WORK CULTURE OF THE COLLEGE IS:

■ Good ■ Satisfactory ■ Needs improvement ■ Poor



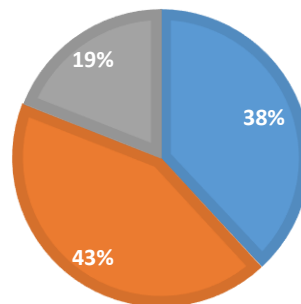
18.THE GRIEVANCE REDRESSAL MECHANISM OF THE COLLEGE IS:

■ Good ■ Satisfactory ■ Needs improvement ■ Poor



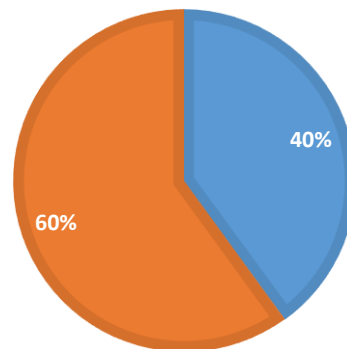
19.THE TIMETABLE AND COLLEGE SCHEDULES ARE CONDUCTIVE TO THE GROWTH OF STUDENTS

■ Always ■ Very often ■ Rarely ■ Never



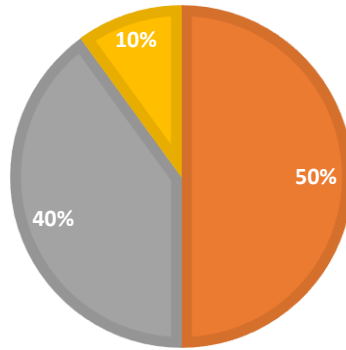
20.THE OFFICIAL COMMUNICATION CHANNELS ARE CLEAR IN THE COLLEGE

■ Always ■ Very often ■ Rarely ■ Never



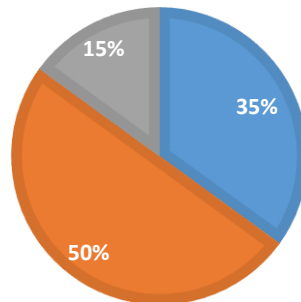
21.THE ORGANIZATION OFFERS RECREATIONAL OPPORTUNITIES FOR STAFF

Always Very often Rarely Never



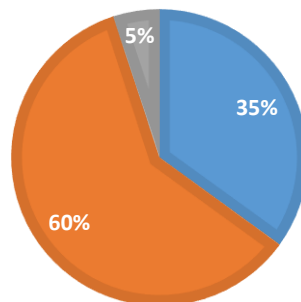
22.THE EXTRA-CURRICULAR OPPORTUNITIES OFFERED BY THE COLLEGE ARE LEADING TO STUDENT DEVELOPMENT

Always Very often Rarely Never



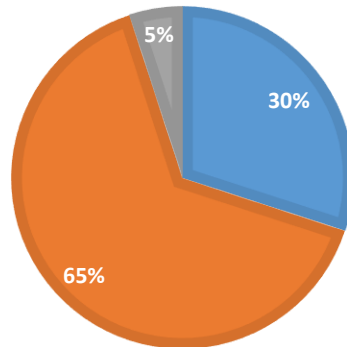
23.WE ARE ABLE TO PROJECT OURSELVES BEFORE STAKEHOLDERS AS A TEAM AT THE COLLEGE LEVEL

Always Very often Rarely Never



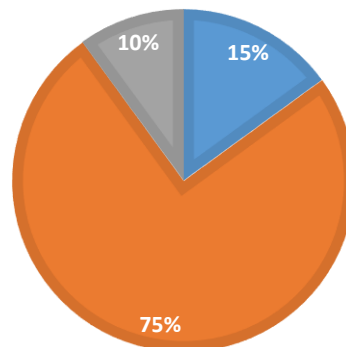
24. I'M GIVEN OPPORTUNITIES WITHIN THE COLLEGE TO EXERCISE MY ABILITIES

Always Very often Rarely Never



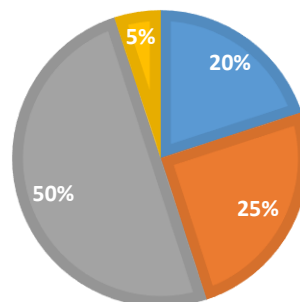
25. THE COLLEGE OFFERS OPPORTUNITIES FOR FACULTY DEVELOPMENT

Always Very often Rarely Never



26. I AM ENCOURAGED TO ATTEND/OFFER CAPACITY DEVELOPMENT PROGRAMMES OUTSIDE COLLEGE

Always Very often Rarely Never



OPEN ENDED QUESTIONS

(The Number in the brackets indicates the frequency of that particular response. If there is no number provided, please infer that response was provided by only a single respondent)

27. Areas you require training:

- Student mentoring (5).
- Innovative teaching.
- Advanced training in qualitative and quantitative research strategies and methodologies (7).
- Scientific writing skills.
- SPSS (4).
- MS Excel.
- Project Management.
- Moodle (3)
- Software orientation.
- Supervision of field work (2)
- Social Work Education.
- Dissertation Guidance
- Counselling

28. What are the most challenging aspects of your job?

- Multitasking (2).
- Balancing personal self and professional self (2).
- Maintaining and sustaining passion and zeal.
- Managing the workload and spending quality time with students (2).
- Lack of permanent job.
- Completing portions using extra class due to lack of rigid exam schedule from University (2).
- Being unable to include enough activities or facilitate discussions due to the time constraints.
- Student – teacher relationship should be improved.
- Continuous classes and time management.
- Getting support for supervision.
- Time management (2).
- Unable to participate in the academic seminars and conferences.
- Time management for doing further courses.
- Publications.
- Paper presentations.
- Matching with academic and Non- academic requirements feels exhausted.
- Lack of organization and communication within department (2).
- Lack of open communication among teachers as well as to students.

- Lack of departmental meetings to plan about curricular activities (2).
- Student satisfaction.
- Development of college.
- Delivering lectures with adequate preparation.

29. Job specific suggestion:

- Include more professionalism in teaching and teacher learner relationship.
- Workshops/trainings in legal education, social entrepreneurship, Ecological Social Work Paradigms.
- Requires more multimedia friendly classrooms.
- Live projects for engaging students.
- Syllabus and curriculum need to be improved (2).
- Infrastructure for psychotherapy and Research Lab.
- Duties and responsibilities allocated should be properly drafted and communicated to the concerned persons.
- Field based activities to be incorporated.
- Effective use of time.
- Workload must be shared.
- In department, scheduling is too random. This puts burden on students.
- Supervision of fieldwork.
- Motivating students for research and paper presentation.
- Include more learner specific interventions like soft skills development.
- Need to give focus along with academic requirements.
- Content rich syllabus need to be made.
- Good team leadership within the department.
- Ensure quality education to students.
- Timely meeting within the department.
- More Manpower needed for effective management.
- Need to stick on a timetable to manage the workload.

30. General suggestions for quality enhancement of the college:

- The programmes organised for students shouldn't be conducted for name sake.
- Artificial intelligence in Social Science field should be explored.
- New models of pedagogy in Social Sciences
- Financial support for quality enhancement
- Requires out of box thinking
- Go unconventional
- Implement ideas of new generation

- Systematic scheduling for activities
- Logical work engagement and distribution
- Grievance redressal mechanism should be properly managed
- One to one feedback sessions for the teachers should be communicated to the Manager
- Teachers should be encouraged to do paper presentation, FDPs in recognized institutions.
- Ensuring participations of all the students in college level activities.
- Must engage young vibrant personalities interaction
- Academic level conferences and seminars should be encouraged.
- The calendar and general scheduling of events is highly disorganised. This burdens students.
- IT support
- Fieldwork supervision for coordination and Assessment
- Reorganizing individuality/uniqueness of each course
- Assessing the teacher's potential and trusting them for their qualities.
- Organizing relevant trainings for the staff.
- More happiness need to be brought into the college.
- More interventions on relationship building.
- Dilution has happened in the Loyola culture which should be regained.
- Kindly arrange co-curricular activities during morning hour.
- Gaining autonomy status
- Updating of library.
- Discipline of the students to be maintained by all the departments.

Areas that require attention:

- Roles and responsibilities have not been defined clearly.
- No equitable division of responsibilities in the department.
- Timetable and schedules are not conducive to the growth of students. (2)
- The official communication channel is not clear in the department.
- Syllabus and curriculum are not forward looking. (2)
- Grievance redressal mechanism of the college is poor
- The organization never offers recreational opportunities for staff. (2)
- Not encouraged to attend capacity development programme.



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