



INSTITUTION APPRAISAL BY FACULTY

2018-2022



CHRIST COLLEGE

PULIYANAMALA, KATTAPPANA

Approved by UGC and Affiliated to MG University, Kottayam (3521/1/14/Ac A VII)
A Minority Institution Managed By CMI Fathers

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Faculty Feedback in July 2018

The first feedback was conducted on 06-07-2018 by distributing the following Performa to faculty and same is being collected back by the principal and analyzed. The management has strictly decided not to reveal the identity of faculty but strongly recommended to take necessary actions to improve the job satisfaction and working environment.

Table No.1.1
Faculty Feedback

Sl No	Name of the Staff	Gender	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
1	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
2	Assistant Professor	Female	Good	Good	Excellent	Very Poor	Excellent
3	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
4	Assistant Professor	Female	Very Good	Very Good	Good	Excellent	Very Good
5	Assistant Professor	Male	Excellent	Excellent	Very Poor	Excellent	Excellent
6	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
7	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
8	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
9	Assistant Professor	Female	Good	Excellent	Very Poor	Very Poor	Very Poor
10	Assistant Professor	Female	Excellent	Excellent	Very Good	Excellent	Excellent
11	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
12	Assistant Professor	Female	Excellent	Excellent	Good	Very Poor	Very Poor
13	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Very Good
14	Assistant Professor	Female	Excellent	Very Good	Excellent	Excellent	Excellent
15	Assistant Professor	Female	Very Good	Excellent	Very Good	Excellent	Excellent

16	Assistant Professor	Female	Very Good	Excellent	Very Good	Very Good	Very Good
17	Assistant Professor	Female	Very Poor	Good	Good	Very Poor	Very Poor
18	Assistant Professor	Female	Excellent	Excellent	Good	Excellent	Very Poor
19	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Excellent
20	Assistant Professor	Female	Excellent	Excellent	Very Good	Poor	Good
21	Assistant Professor	Female	Excellent	Poor	Very Poor	Very Poor	Very Poor
22	Assistant Professor	Female	Excellent	Excellent	Good	Very Poor	Good
23	Assistant Professor	Female	Good	Good	Very Good	Excellent	Good
24	Assistant Professor	Female	Very Good	Excellent	Very Good	Good	Good
25	Assistant Professor	Female	Excellent	Excellent	Good	Excellent	Excellent
26	Assistant Professor	Female	Excellent	Very Good	Excellent	Very Good	Excellent
27	Assistant Professor	Male	Good	Excellent	Excellent	Excellent	Good
28	Assistant Professor	Male	Excellent	Excellent	Very Good	Good	Poor
29	Assistant Professor	Female	Good	Very Good	Good	Very Poor	Very Good
30	Assistant Professor	Female	Poor	Good	Poor	Very Poor	Very Poor
31	Assistant Professor	Female	Very Good	Very Good	Very Poor	Very Poor	Good
32	Assistant Professor	Female	Excellent	Very Good	Excellent	Good	Excellent
33	Assistant Professor	Male	Excellent	Excellent	Good	Excellent	Good
Source : Primary Data		Excellent	21	22	13	16	15
		Very Good	5	6	7	4	4
		Good	5	4	8	3	7
		Poor	1	1	1	1	1
		Very Poor	1	0	4	9	6
		Total	33	33	33	33	33

Table No. 1.2
Faculty Evaluation

Source : Primary Data	Criteria	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
	Excellent	63.64	66.67	39.39	48.48	45.45
	Very Good	15.15	18.18	21.21	12.12	12.12
	Good	15.15	12.12	24.24	9.09	21.21
	Poor	3.03	3.03	3.03	3.03	3.03
	Very Poor	3.03	0.00	12.12	27.27	18.18
	Total %	100	100	100	100	100

Job satisfaction and positive working condition play a vital role in the performance of an organization and also strengthen the mental health of the employees. Faculty feedback in 2018 academic year shows majority of the employees (64 per cent) were satisfied in the respect given by the management. This was followed by fair remuneration with 67 per cent. Forty eight per cent of the employees were satisfied in equality and 45 per cent of the employees satisfied in the working environment. Only 39 per cent of the employees were satisfied in motivation. Survey details are given in Table No. 1.2

Graphical Representation

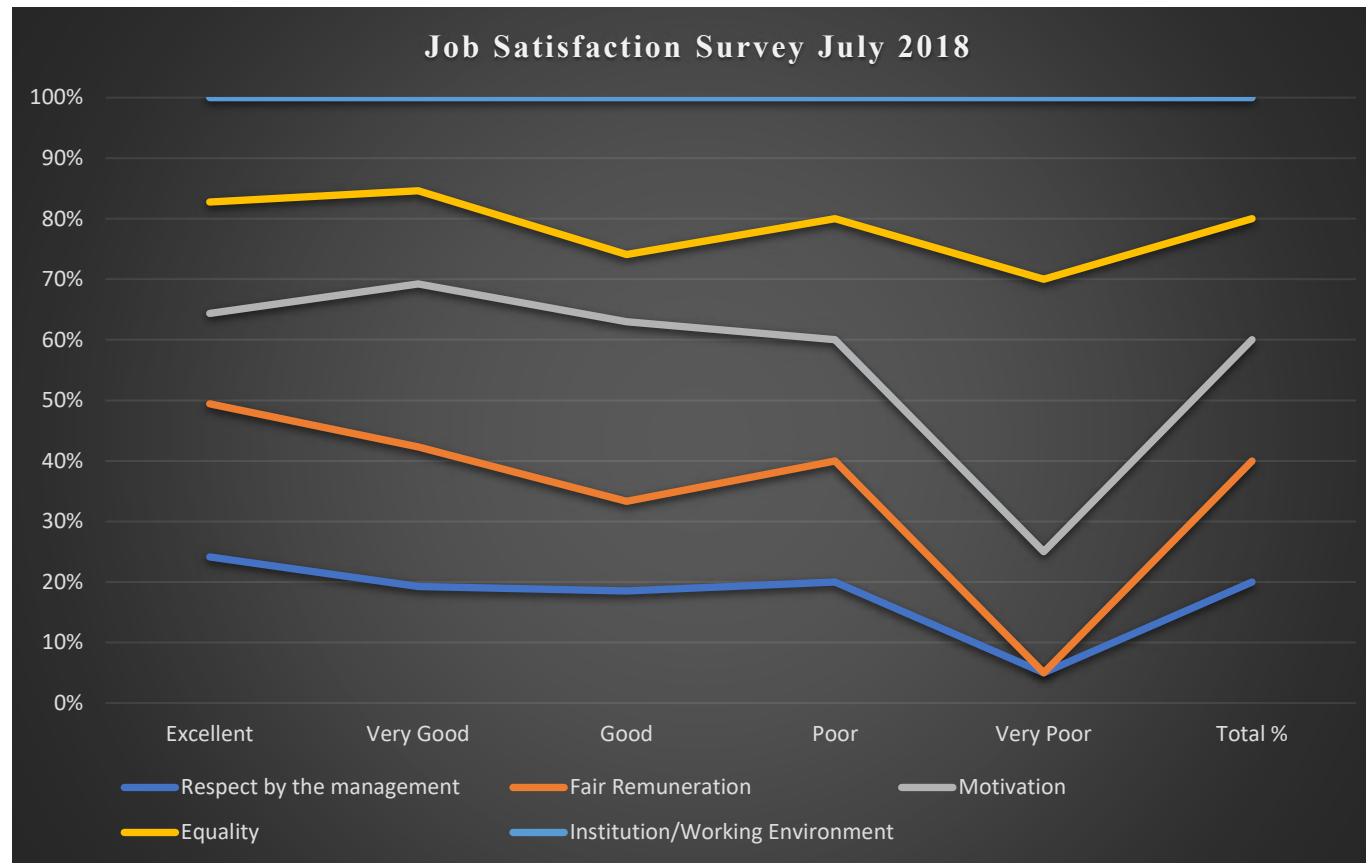


Figure No: 1.1

It is clearly shown, a few of the employees were slightly down in motivation, equality and working environment. But most of the employees were fully satisfied in all the criterion of the faculty evaluation by the management. Details are given in Figure No.1.1

On 31.07.2018 the Management took the feedback of the faculty as a serious matter and conducted an executive meeting. The following actions were taken.

**Table No.1.3
Action Taken Report of July 2018**

SI No	Criterion	Observations	Recommendations	Time line	Remarks
1	Respect by Management	Comparing to fair remuneration, respect by management has to be improved	Requested Fr. Manger to meet the faculty individually	September 2018	Every semester, Fr. Manager will meet the faculty personally
2	Fair Remuneration	Observed that faculty has quite satisfied with the existing salary package	Recommended annual increment every year	June 2019	Decided to continue the yearly salary increment policy
3	Motivation	It is observed that few are demotivated	To arrange more FDPs and training programmes	May 2019	Conducted FDP
4	Equality	It is noted that equality has to be ensured	Requested Fr. Manger to meet the faculty individually	September 2018	Every semester, Fr. Manager will meet the faculty personally
5	Institution/Working Environment	It is noted that the existing working environment has to be improved	To provide more facilities and also recommended to have appraisal in every March	June 2019	Infrastructure facilities has been improved

Source: Compiled by the Management.



Rev. Fr. Burney Jose Tharappil CMI
Secretary, Carmel Vidya Peet Trust



Dr. Fr. Alex Louis CMI
Principal



Dr. Prakash C
IQAC Coordinator

Faculty Feedback in March 2019

As part of the renewal of the contract and also to get the first hand information from the faculty, the management has conducted the second feedback on 27th& 28th of March 2019 on the basis of the 5 scale criterion namely excellent (5), very good (4), good (3), Poor (2) and Very Poor (1).

Table No. 1.1

Faculty Feedback

SI No	Name	Gender	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
1	Assistant Professor	Male	Very Good	Excellent	Excellent	Excellent	Excellent
2	Assistant Professor	Female	Excellent	Excellent	Very Good	Excellent	Very Good
3	Assistant Professor	Female	Excellent	Excellent	Very Good	Excellent	Excellent
4	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
5	Assistant Professor	Female	Very Good	Excellent	Excellent	Excellent	Excellent
6	Assistant Professor	Female	Excellent	Very Good	Very Good	Very Good	Good
7	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Very Good
8	Assistant Professor	Male	Excellent	Very Good	Excellent	Excellent	Very Good
9	Assistant Professor	Female	Very Good	Excellent	Very Good	Good	Good
10	Assistant Professor	Female	Excellent	Excellent	Very Good	Excellent	Good
11	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
12	Assistant Professor	Female	Very Good	Excellent	Very Good	Poor	Good
13	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Excellent
14	Assistant Professor	Female	Very Good	Excellent	Good	Very Good	Very Good
15	Assistant Professor	Female	Very Good	Excellent	Very Good	Very Good	Very Good
16	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
17	Assistant Professor	Female	Very Good	Excellent	Very Good	Very Good	Good
18	Assistant Professor	Male	Very Good	Excellent	Excellent	Excellent	Excellent

Table No.1.2
Faculty Feedback Evaluation

Source : Primary Data	Criteria	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
	Excellent	71.88	78.13	46.88	75.00	56.25
	Very Good	28.13	21.88	50.00	18.75	28.13
	Good	0.00	0.00	3.13	3.13	15.63
	Poor	0.00	0.00	0.00	3.13	0.00
	Very Poor	0.00	0.00	0.00	0.00	0.00
	Total %	100	100	100	100	100

Faculty feedback in March 2019 academic year shows, most of the faculty (78 per cent) were satisfied in fair remuneration. This was followed by equality in the work space with 75 per cent. Seventy two per cent of the faculty were satisfied in respect given by the management and 56 per cent of the faculty were satisfied in working environment. Only 47 per cent of the faculty were satisfied in motivation. Survey details are given in Table No. 1.2

Comparative Graphical Representation

Figure No. 1.1 shows, comparative graphical representation of faculty satisfaction in 2018 and 2019. It is evident that in 2019 a drastic change has taken place in level of satisfaction of faculty by understanding them in a meaningful manner in 2018 faculty feedback and by introducing the recommendations and actions taken place in the same year. It resulted in a high level of satisfaction in fair remuneration, management practice and equality in work space. Motivation of faculty was a challenge in 2018 but implementing effective FDP programmes during the year 2019 had created a significant growth in the level of confidence and motivation. Details are given in Figure No.1.1

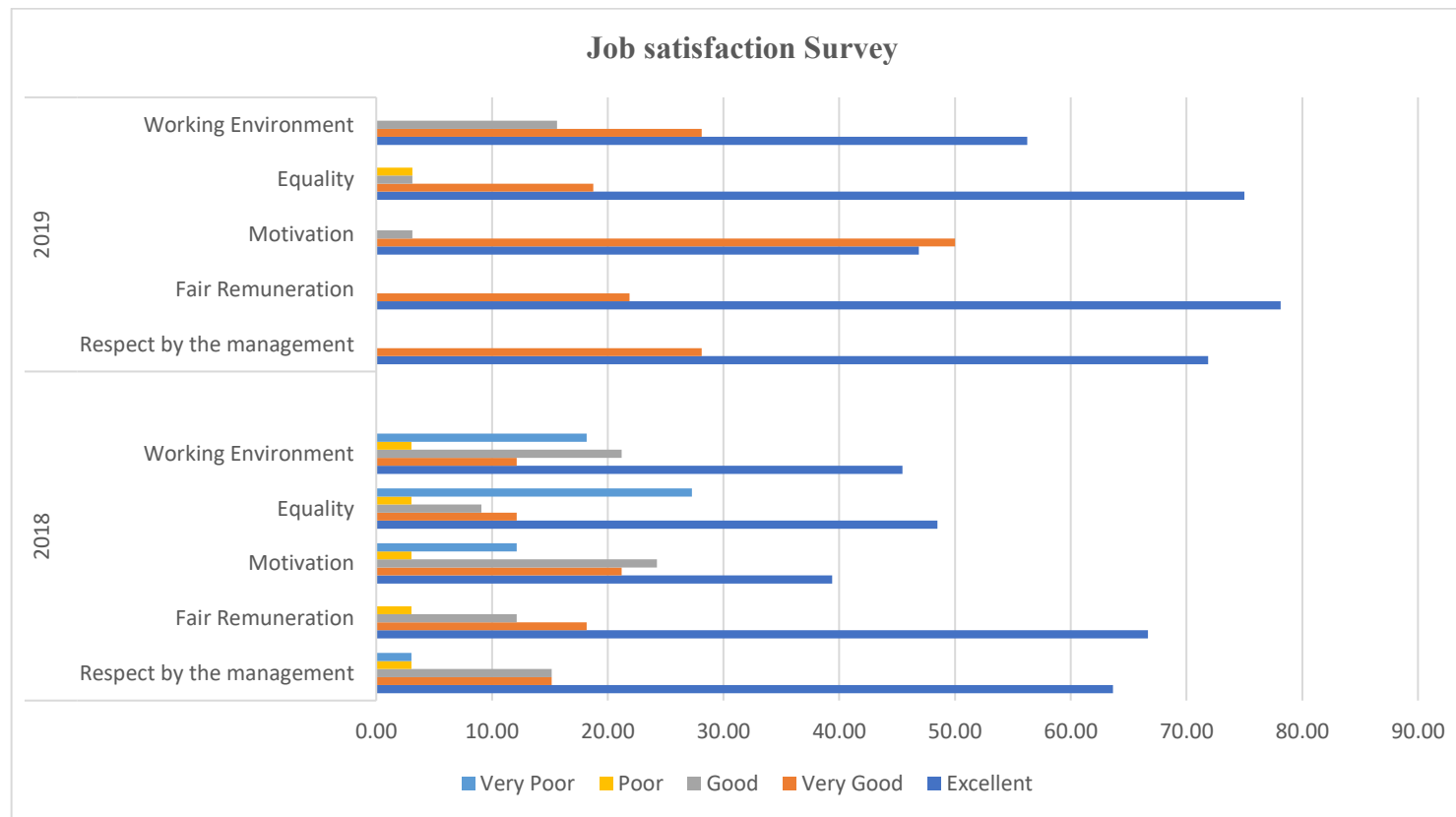



Figure No.1.1

Table No.1.3**Action Taken Report of March 2019**

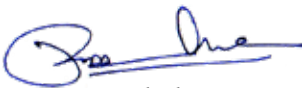
SI No	Criterion	Observations	Recommendations	Time line	Remarks
1	Respect by Management	It was observed that changes in the management practices had created significant growth among the faculty as well as the achievement of institutional goals made easy.	Regulations in the work load of academic and non-academic activities each faculty without compromising the university norms.	During the Academic Year	Made an arrangement of the availability of Fr.Manager at the end of every semester to meet the teaching fraternity individually.
2	Fair Remuneration	It was evident that changes made in the scale of pay had developed a positive vibe among the faculty.	Decided an annual reasonable increment for faculty every year without considering the effort or performance of faculty.	End of every academic year	Annual Increment Report submitted report to the top management and granted permission from the top management.
3	Motivation	It was concluded that motives are inner spirit which create an inner vibes in the mind of people itself.	By understanding the motivational factors and its basis, management supported for different faculty enrichment programmes in all academic year.	According to the time gap based on university norms	Got approval from the top management for conducting faculty enrichment programme in regular interval
4	Equality	It was noted that humanitarian approach in the work space played a vital role.	Equal consideration of teaching fraternity without considering the experience and qualifications	During the life time of the Institution	The management has decided to ensure absolute support to the faculty members. But at the same time the

					management has recommended and insisted the faculty to improve their academic and non-academic quality and professionalism, so as to ensure equality.
5	Institution/Working Environment	It was observed that freedom, life-work harmony, clear leadership, are very important developing working environment in an organisation.	<p>The management has strongly recommended in the following areas:</p> <ol style="list-style-type: none"> 1. Organisation should take necessary steps to prevent harm to employees from harassment, discrimination, violence or stigma and bullying. 2. Organisation should value employees input 3. Organisation should provide entitled break for lunch time, sick leave, annual leave and parental leave. 	During the life time of the Institution	The management has decided to protect and develop a healthy working environment for the survival and expansion of the institution. <i>“The management values teachers, Teachers serve the students in a professional way, Students protect the institution in a higher level”</i>

Source: Compiled by the Management


 Rev. Fr. Burney Jose Tharappil CMI
 Secretary, Carmel Vidya Peet Trust


 Dr. Fr. Alex Louis CMI
 Principal


 Dr. Prakash C
 IQAC Coordinator

Faculty Feedback in March 2020 (Date 6,7)

As part of the renewal of the contract and also to get the first hand information from the faculty, the management has conducted the second feedback on 6th & 7th of March 2020 on the basis of the 5 scale criterion namely excellent (5), very good (4), good (3), Poor (2) and Very Poor (1).

Table No. 1.1

Faculty Feedback

Sl No	Name	Gender	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
1	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
2	Assistant Professor	Female	Very Good	Very Good	Excellent	Very Good	Excellent
3	Assistant Professor	Male	Excellent	Very Good	Excellent	Excellent	Excellent
4	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
5	Assistant Professor	Female	Excellent	Excellent	Very Good	Very Good	Excellent
6	Assistant Professor	Female	Excellent	Very Good	Very Good	Excellent	Very Good
7	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
8	Assistant Professor	Female	Very Good	Very Good	Excellent	Very Good	Excellent
9	Assistant Professor	Female	Very Good	Very Good	Very Good	Very Good	Very Good
10	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
11	Assistant Professor	Female	Very Good	Very Good	Excellent	Very Good	Very Good
12	Assistant Professor	Male	Very Good	Good	Excellent	Excellent	Excellent
13	Assistant Professor	Male	Excellent	Good	Excellent	Excellent	Excellent
14	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
15	Assistant Professor	Male	Very Good	Very Good	Excellent	Very Good	Excellent
16	Assistant Professor	Male	Excellent	Very Good	Excellent	Excellent	Excellent
17	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
18	Assistant Professor	Female	Excellent	Excellent	Very Good	Very Good	Excellent
19	Assistant Professor	Female	Excellent	Very Good	Very Good	Excellent	Very Good
20	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent
21	Assistant Professor	Female	Very Good	Very Good	Excellent	Very Good	Excellent

22	Assistant Professor	Female	Very Good	Very Good	Very Good	Very Good	Very Good
23	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
24	Assistant Professor	Female	Very Good	Very Good	Excellent	Very Good	Very Good
25	Assistant Professor	Male	Very Good	Good	Excellent	Excellent	Excellent
26	Assistant Professor	Male	Excellent	Good	Excellent	Excellent	Excellent
27	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
28	Assistant Professor	Male	Very Good	Very Good	Excellent	Very Good	Excellent
29	Assistant Professor	Male	Excellent	Very Good	Excellent	Excellent	Excellent
30	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent
Source : Primary Data		Excellent	19	12	24	19	24
		Very Good	11	14	6	11	6
		Good	0	4	0	0	0
		Poor	0	0	0	0	0
		Very Poor	0	0	0	0	0
		Total	30	30	30	30	30

**Table No.1.2
Faculty Feedback Evaluation**

Source : Primary Data	Criteria	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment
	Excellent	63.33	40.00	80.00	63.33	80.00
	Very Good	36.67	46.67	20.00	36.67	20.00
	Good	0.00	13.33	0.00	0.00	0.00
	Poor	0.00	0.00	0.00	0.00	0.00
	Very Poor	0.00	0.00	0.00	0.00	0.00
	Total %	100	100	100	100	100

Eighty per cent each of the faculty were satisfied in motivation and working environment respectively. Sixty three per cent each of the faculty were satisfied in respect which given by the management and Equality respectively. Only forty per cent of the faculty were satisfied in remuneration.

Comparative Graphical Representation

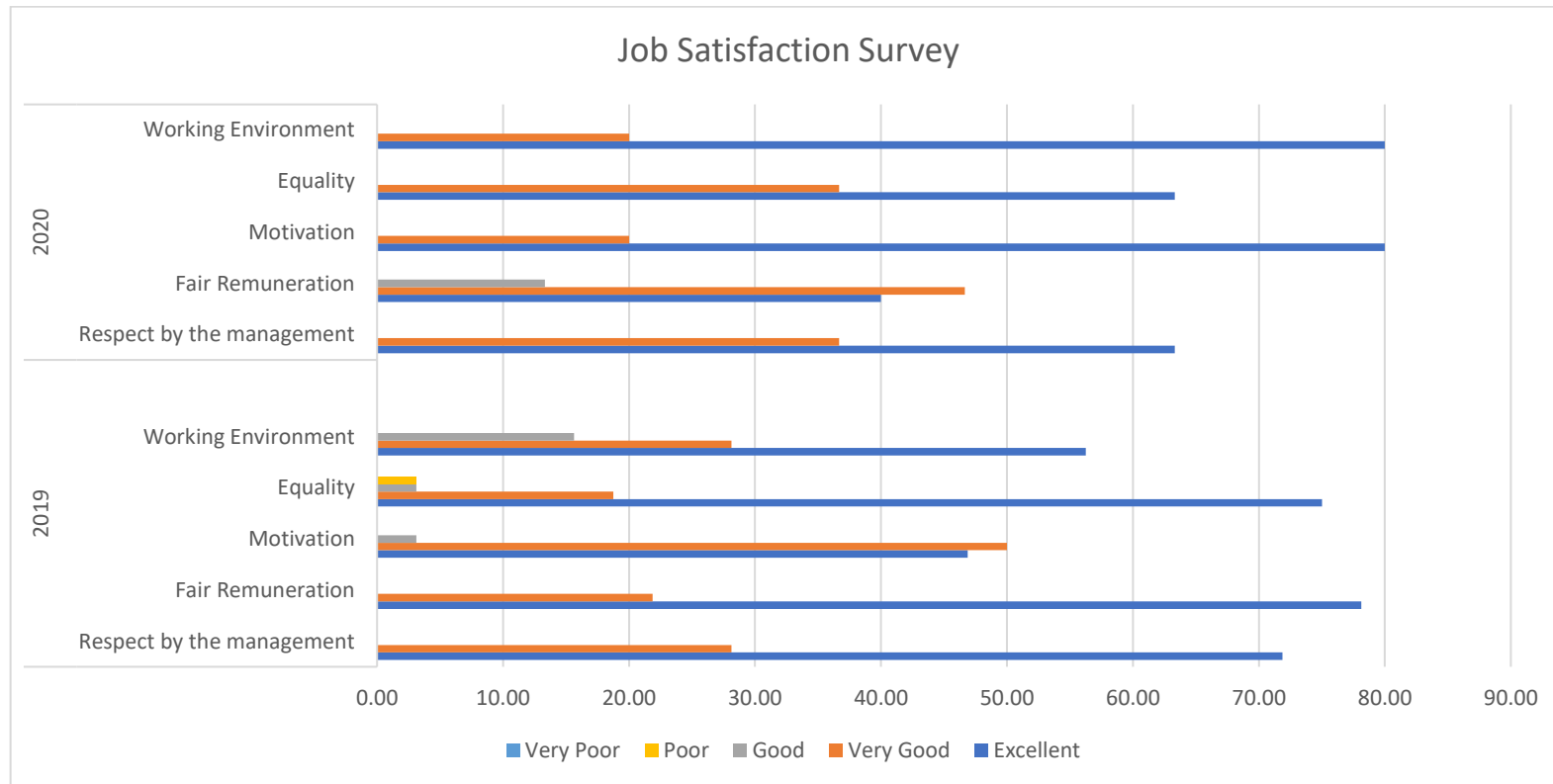


Figure No. 1.1

Figure No. 1.1 shows, comparative graphical representation of faculty satisfaction in 2019 and 2020. It is evident that in 2019 most of the faculty were satisfied in fair remuneration but in 2020 satisfaction in salary came down because of the Covid19 pandemic. At that time Institution was failed to collect fees from the students and it leads to salary outstanding. But it interested to note that motivation and working environment were created a positive impact among the faculty in 2020. Details are given in Figure No.1.1

Table No.1.3
Action Taken Report of March 2020

SI No	Criterion	Observations	Recommendations	Time line	Remarks
1	Respect by Management	It was noted that certain extend the administration has failed a criteria like respect by management.	The management has strongly recommended in the following areas: 1. Continues interactions between management and faculty. 2. Continue to perform favourable behaviour towards the faculty	During the life of the institution.	Made an arrangement of the availability of Fr. Manager at the end of every semester to meet the teaching fraternity individually.
2	Fair Remuneration	It was evident that irregular disbursement of salary due to Covid19 Pandemic, most of the faculty were dissatisfied and It was also noted that certain extend the administration has failed a criteria like fair remuneration.	Decided to provide salary ones in every 45 days.	During the Covid19 pandemic period	Submitted report to the top management and granted permission from the top management to disburse the salary once in every 45 days .
3	Motivation	It was concluded that during the academic year 2019-2020, with the help of different faculty development	Recommended to provide faculty enrichment programmes before starting the new	During the life time of the Institution	Got approval from the top management for conducting faculty enrichment

		programmes and continues interactions between management and faculty, a commendable co-ordination among staff members made the faculty to be motivated and it also created confidence among faculty and increased quality of performance	and also recommended to continuous effective interactions with the faculty.		programmes, regional fest gathering of staff and outing.
4	Equality	It was noted that certain extend the administration has failed in criteria like equality.	To ensure equality the management has made an arrangement to contact the faculty personally.	During the life time of the Institution	Made an arrangement of the availability of Fr. Manager at the end of every semester to meet the teaching fraternity individually.
5	Working Environment	It was observed that expectations, faculty contribution, mental health, struggle to accomplish the task, are very important developing working environment in an organisation.	It was recommended that improved working environment created outstanding university result, even during the Covid19 pandemic. The management has strongly recommended in the following areas: 1. Organisation should promote sincere respect for other's idea, values and belief	During the life time of the Institution	They gave absolute support for the same. The management has decided to protect and develop a healthy working environment for the survival and expansion of the institution. <i>"The management values faculty, Faculty serve the students in a professional way, Students protect the institution in a higher level"</i>

			<ol style="list-style-type: none">2. Freedom to meet higher officials.3. Staff are informed about important changes.		
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Source: Compiled by the Management

Rev. Fr. Burney Jose Tharappil CMI
Secretary, Carmel Vidya Peet Trust

Dr. Fr. Alex Louis CMI
Principal

Dr. Prakash C
IQAC Coordinator

Faculty Feedback in March 2021 (Online – Date 29, 30)

As part of the renewal of the contract and also to get the first hand information from the faculty, the management has conducted the second feedback on 29 & 30 of March 2021 on the basis of the 5 scale criterion namely excellent (5), very good (4), good (3), Poor (2) and Very Poor (1).

Table No 1.1
Faculty Feedback Evaluation

Sl No	Name	Gender	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/ Working Environment	Effectiveness of online class arrangements	Academic System (Exam, Assignments, Parents Meeting, etc) through online mode
1	Assistant Professor	Female	Very Good	Poor	Very Good	Excellent	Excellent	Good	Very Good
2	Assistant Professor	Female	Excellent	Good	Excellent	Excellent	Excellent	Excellent	Excellent
3	Assistant Professor	Female	Very Good	Good	Good	Very Good	Excellent	Excellent	Excellent
4	Assistant Professor	Male	Very Good	Good	Very Good	Very Good	Very Good	Good	Good
5	Assistant Professor	Female	Very Good	Poor	Good	Good	Good	Very Good	Good
6	Assistant Professor	Female	Excellent	Poor	Good	Excellent	Good	Good	Poor
7	Assistant Professor	Female	Good	Good	Good	Good	Very Good	Excellent	Good
8	Assistant Professor	Male	Very Good	Poor	Good	Excellent	Very Good	Excellent	Very Good
9	Assistant Professor	Female	Excellent	Very Good	Excellent	Very Good	Good	Excellent	Very Good
10	Assistant Professor	Female	Excellent	Poor	Very Good	Good	Good	Very Good	Very Good
11	Assistant Professor	Female	Very Good	Poor	Good	Good	Good	Good	Good
12	Assistant Professor	Female	Very Good	Good	Poor	Good	Poor	Poor	Good
13	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
14	Assistant Professor	Female	Very Good	Good	Good	Very Good	Good	Good	Very Good
15	Assistant Professor	Female	Good	Poor	Good	Good	Good	Good	Good

Table No1.2
Faculty Feedback Evaluation

Source : Primary Data	Criteria	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment	Effectiveness of online class arrangements
	Excellent	44.44	11.11	22.22	38.89	33.33	38.89
	Very Good	44.44	11.11	27.78	22.22	22.22	22.22
	Good	11.11	33.33	44.44	38.89	38.89	33.33
	Poor	0.00	44.44	5.56	0.00	5.56	5.56
	Very Poor	0.00	0.00	0.00	0.00	0.00	0.00
	Total %	100	100	100	100	100	100

Table No. 1.2 shows the consequences of Covid19 in a work place and conversion of classes into digital plat form. Most of the faculty (44 per cent) were highly satisfied in the respect given by the management. Thirty eight each of the faculty were satisfied in equality and effectiveness of online class. This was followed by working environment with working environment with 33 per cent. Twenty two per cent of the faculty were satisfied in motivation given by the management. Only 11 per cent of the faculty were satisfied in faire remuneration.

Comparative Graphical Representation

Figure No. 1.1 shows, comparative graphical representation of faculty satisfaction in 2020 and 2021. It is evident that in 2021, due to the Covid19 pandemic, all criterion which include fair remuneration, working environment, equality, motivation and respect by management were falls down straightly. The effectiveness of online classes were successful in some extend. Details are given in Figure No.1.1

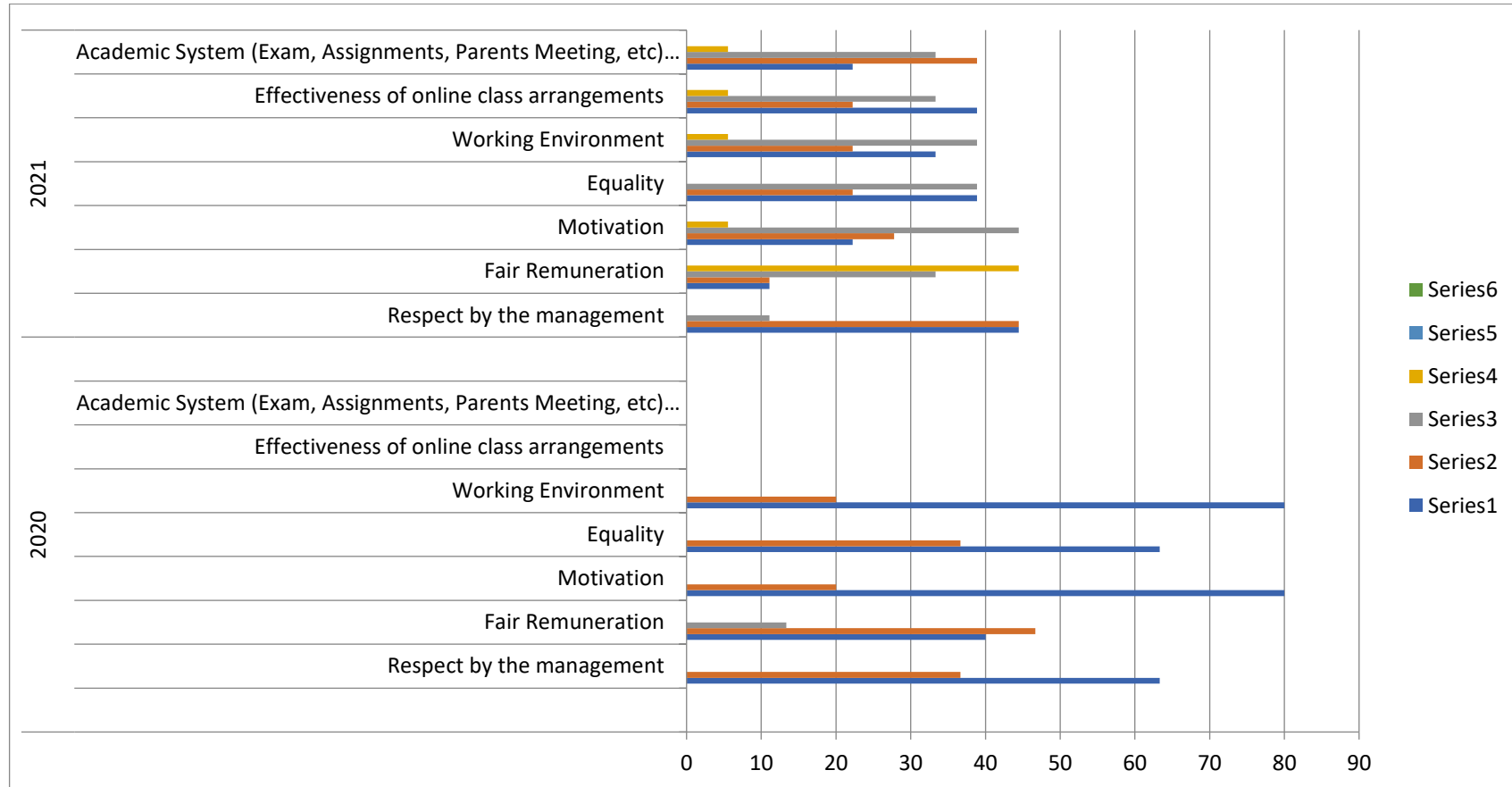



Figure No1.1

Table No.1.3**Action Taken Report of March 2021**


SI No	Criterion	Observations	Recommendations	Time line	Remarks
1	Respect by Management	It was observed that faculty were comfortable with the strategies developed by the management to overcome the Covid19 pandemic situations.	Proper scheduling of online classes with convenience and suggestions of teaching fraternity.	During the pandemic period	Made an arrangement of the availability of faculty as per the scheduled time table
2	Fair Remuneration	It was evident that irregular disbursement of salary due to Covid19 Pandemic, most of the faculty were dissatisfied	Decided to pay arrear salary and continue to disburse salary ones in every 45 days.	During the Covid19 pandemic period	Submitted report to the top management and granted permission from the top management.
3	Motivation	It was concluded that due to Covid19 pandemic, level of motivation were decreased	Continue to perform favourable behaviour towards the faculty.	During the Covid19 pandemic period	Got approval from the top management.
4	Equality	It was noted that most of the faculty were highly satisfied in the approaches of management.	Dignity of the faculty is very important, So keep it up at any cost.	During the life time of the Institution	Made an arrangement of the availability of Fr. Manager at the end of every semester to meet the teaching fraternity individually.
5	Institution/Working Environment	It was marked that support from higher officials, organisational values and culture are very important	The management has strongly recommended in the following areas:	During the life time of the Institution	The management has decided to protect and develop a healthy working environment for the survival and

		developing working environment in an organisation.	<ol style="list-style-type: none"> 1. Staff are informed about important changes. 2. Support the employees during difficult situations in personal and official life. 3. Organisation should assess the psychological competencies and employees demand 		expansion of the institution. <i>“The management values faculty, Faculty serve the students in a professional way, Students protect the institution in a higher level”</i>
6	Effectiveness of online classes	It was observed that the online classes were effectiveness during the pandemic period with the support of zoom software	During the pandemic period, management recommended to provide online training to faculty for technical support in handing online session	During the Covid19 pandemic period	They gave absolute support for the same

Source: Compiled by the management


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Principal


Dr. Prakash C
IQAC Coordinator

7	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
8	Assistant Professor	Female	Very Good	Excellent	Very Good	Excellent	Very Good	Very Good	Very Good	Good	Very Good
9	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Excellent	Excellent	Very Good	Excellent	Excellent
10	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
11	Assistant Professor	Female	Excellent	Excellent	Very Good	Very Good	Good	Good	Good	Very Good	Very Good
12	Assistant Professor	Female	Very Good	Excellent	Excellent	Very Good	Very Good	Good	Very Good	Very Good	Very Good
13	Assistant Professor	Female	Excellent	Excellent	Excellent	Very Good	Excellent	Excellent	Excellent	Excellent	Very Good
14	Assistant Professor	Female	Very Good	Excellent	Very Good	Very Good	Excellent	Very Good	Very Good	Very Good	Very Good
15	Assistant Professor	Female	Very Good	Excellent	Very Good	Very Good	Very Good	Very Good	Very Good	Very Good	Very Good
16	Assistant Professor	Female	Very Good	Excellent	Good	Poor	Good	Very Good	Very Good	Very Good	Good
17	Assistant Professor	Female	Very Good	Excellent	Excellent	Very Good	Very Good	Very Good	Good	Excellent	Very Good
18	Assistant Professor	Female	Very Good	Excellent	Very Good	Excellent	Excellent	Very Good	Excellent	Excellent	Excellent
19	Assistant Professor	Female	Excellent	Excellent	Very Good	Very Good	Very Good	Very Good	Good	Very Good	Very Good
20	Assistant Professor	Female	Excellent	Excellent	Excellent	Excellent	Excellent	Very Good	Excellent	Very Good	Excellent
21	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
22	Assistant Professor	Male	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
23	Assistant Professor	Female	Excellent	Excellent	Very Good	Very Good	Very Good	Very Good	Excellent	Very Good	Very Good

Table No.1.2

Faculty Feedback Evaluation

Source : Primary Data	Criteria	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment	Effectiveness of online class arrangements	Academic System (Exam, Assignments, Parents Meeting, etc) through online mode	Ability to resume/adapt to quality education system during post covid period	Team work
	Excellent	65.79	72.39	60.53	60.53	55.26	52.63	55.26	52.63	50.00
	Very Good	34.21	20.02	36.84	34.21	39.47	39.47	36.84	39.47	42.11
	Good	0.00	06.06	2.63	2.63	5.26	7.89	7.89	7.89	7.89
	Poor	0.00	01.51	0.00	2.63	0.00	0.00	0.00	0.00	0.00
	Very Poor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total %	100	100	100	100	100	100	100	100	100	

Most of the faculty (66 per cent) were satisfied in the respect given by the management. Sixty one each of the faculty were satisfied in motivation and equality respectively. Fifty five each of the faculty were satisfied in working environment, online exam, uploading of assignment and parents meeting. Fifty two each of the faculty were satisfied in effectiveness of online classes and ability to adapt quality education after covid19 period. Only 21 per cent of the faculty were satisfied in the disbursement of salary.

Comparative Graphical Representation

Figure No. 1.1 shows, comparative graphical representation of faculty satisfaction in 2021 and 2022. It is evident that in 2022, a steady growth in all criterion which include fair remuneration, working environment, equality, motivation, respect by management and also developed new variables such as team work, academic system etc. It also reveals the importance of team work in present scenario to achieve common goals of institution. Details are given in Figure No.1.1

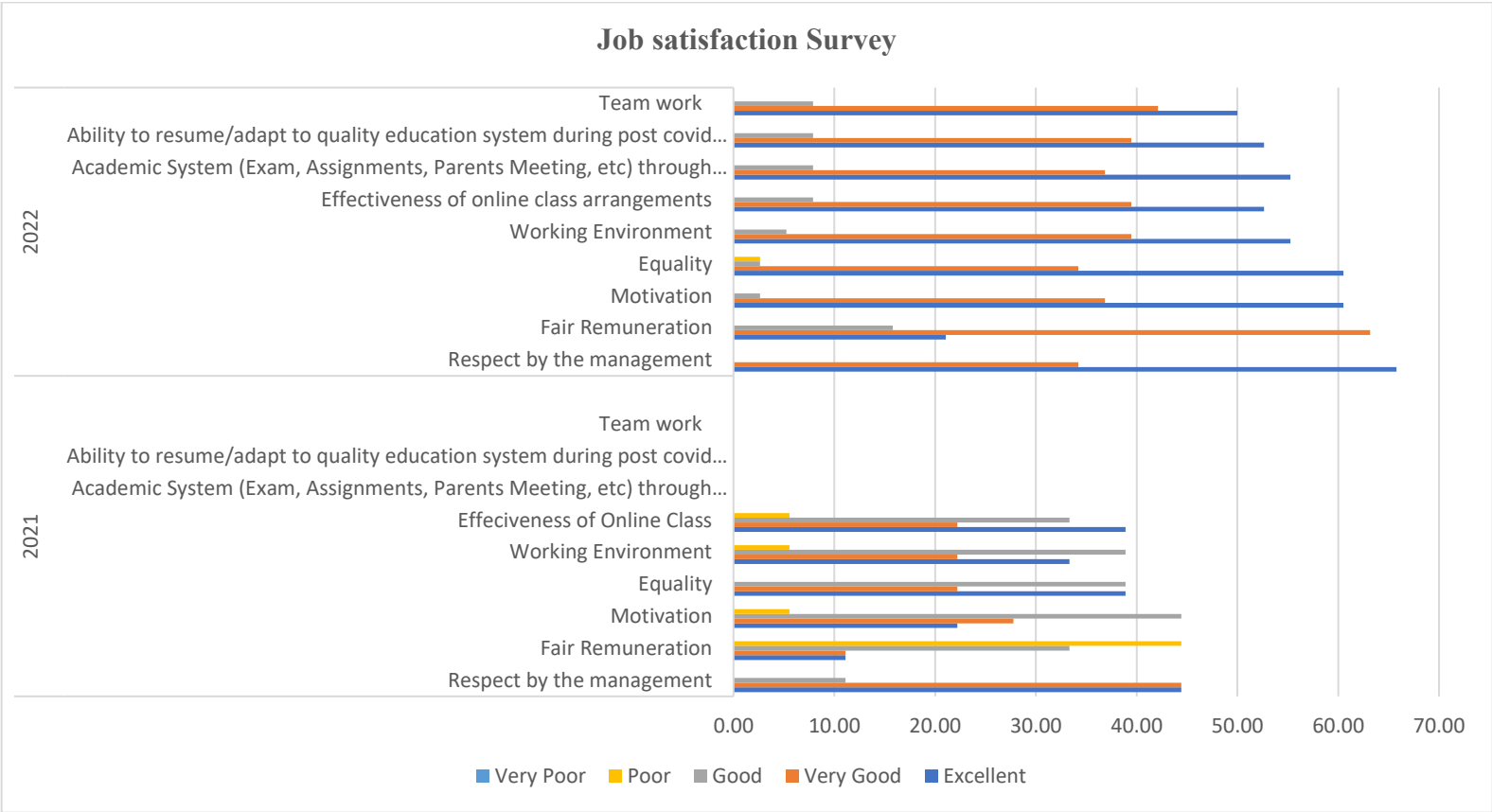


Figure No. 1.1

Table No.1.3**Action Taken Report of March 2022**

SI No	Criterion	Observations	Recommendations	Time line	Remarks
1	Respect by Management	It was observed that faculty were successfully repositioned in the institution after covid19 pandemic and noted that the additional infrastructural facilities provided to the faculty were beneficial.	Support the teaching fraternity to get fruitful outcome in academic and extra academic activities	During the life time of the Institution.	Made an arrangement of the availability of Fr. Manager at the end of every semester to meet the teaching fraternity individually.
2	Fair Remuneration	It was evident that regular disbursement of salary after Covid19 Pandemic, most of the faculty were satisfied	Decided to disburse prompt payment of salary.	During the life time of the Institution.	Submitted report to the top management and granted permission from the top management.
3	Motivation	It was concluded that after Covid19, motivation were improved in a desirable level.	Continue to perform favourable behaviour towards the faculty.	During the life time of the Institution	Got approval from the top management.
4	Equality	It was noted that most of the faculty were highly satisfied in the approaches of management.	Dignity of the faculty is very important, So keep it up at any cost.	During the life time of the Institution	Made an arrangement of the availability of Fr. Manager at the end of every semester to meet the teaching fraternity individually.

5	Institution/Working Environment	It was marked that. support from higher officials, organisational values and culture are very important developing working environment in an organisation.	<p>The management has strongly recommended in the following areas:</p> <ol style="list-style-type: none"> 1. Freedom to meet higher officials. 2. Staff are informed about important changes. 3. Support the employees during difficult situations in personal and official life. 4. Organisation should assess the psychological competencies and employees demand 	During the life time of the Institution	<p>The management has decided to protect and develop a healthy working environment for the survival and expansion of the institution.</p> <p><i>“The management values faculty, Faculty serve the students in a professional way, Students protect the institution in a higher level”</i></p>
6	Effectiveness of Online Classes	It was observed that the online classes were effectiveness during the pandemic period with the support of zoom software	During the pandemic period, management recommended to provide online training to faculty for technical support in handing online session	After Covid19 pandemic period	They gave absolute support for the same
7	Assignments	It was evident that online submission of assignments were comfortable for the students as well as the faculty.	Tech world, online submission of assignments and usage of technology were promoted.	During the life time of the Institution	They gave absolute support for the same
8	Team Work	It was concluded that team work in an institution makes the task easy and fast. It also	The management has strongly recommended in the following areas:	During the life time of the Institution	They gave absolute support for the same

		produce desirable outcome in a most efficient manner	<ol style="list-style-type: none"> 1. To sustain teamwork in this institution, higher authority has highly recommended to give short term and long term tasks with clear-cut objectives 2. Develop quality team based on the qualification, experience and skills 3. The one who is able to achieve the desirable objectives should be recognised and rewarded. 		
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Table No.1.1
A Consolidated Evaluation in the view of NAAC Accreditation Process

Year	Respect by the management	Fair Remuneration	Motivation	Equality	Institution/Working Environment	Effectiveness of online class arrangements	Academic System (Exam, Assignments, Parents Meeting, etc) through online mode	Ability to resume/adapt to quality education system during post covid period	Team work
2018	63.64	66.67	39.39	48.48	45.45	*	*	*	*
2019	71.88	78.13	46.88	75.00	56.25	*	*	*	*
2020	63.33	40.00	80.00	63.33	80.00	*	*	*	*
2021	44.44	11.11	22.22	38.39	33.33	38.89	22.22		
2022	72.39	72.05	60.05	60.00	55.26	52.63	55.26	52.63	50.00

Source: Primary Data

Most of the faculty were fully satisfied with the respect given by the management except 2021. During the covid19 pandemic period (2021), the management couldn't take a complete care about the faculty. Most of the faculty were fully satisfied in the scale of pay except the academic year 2020-2021. During the academic year 2020-2021 a few of the faculty were dissatisfied in payment of salary because the management has failed to collect fees from the students and it automatically led to salary outstanding. By providing different faculty enrichment programmes and continuous interactions between the management and faculty, motivation, equality and working environment has improved greater level. During the pandemic period, online classes were effective with support of zoom. In the tech world, Christ College promotes online submission assignments. Team work promotes fast diffusion of new ideas and increased level of performance among faculty.

Consolidated Evaluation of Faculty Feedback from 2018 to 2022

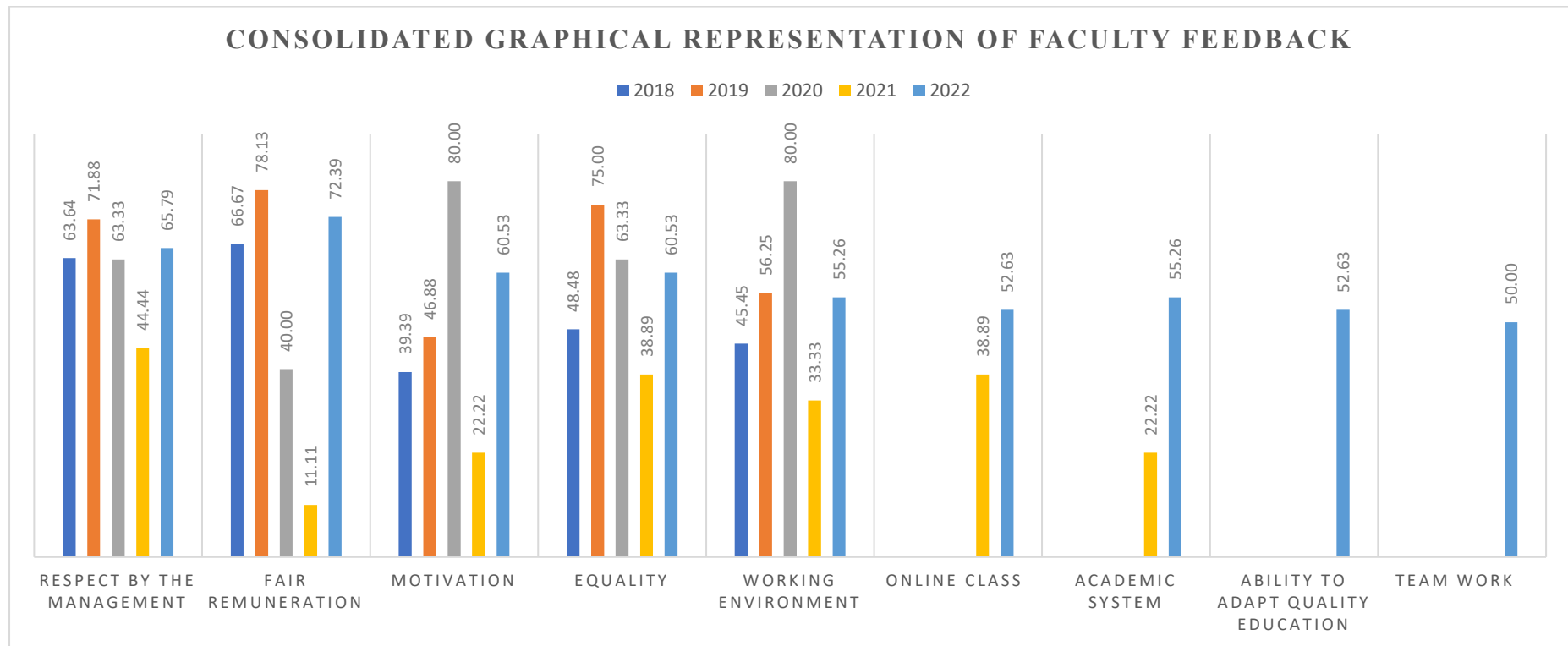


Figure No.1.1

Figure No.1.1 shows a consolidated evaluation of faculty feedback from 2018 to 2022, in the view of NAAC accreditation. A significant level of growth in the satisfaction of faculty were evident in all the criterion (average per cent more than 50) implemented by the management. During the academic year 2019-2020 by providing different faculty enrichment programmes and continuous effective interactions between faculty and management, commendable co-ordination among faculty energised motivation, equality and working environment. The management took initiatives for better working condition and it improved to sustain teamwork in this institution, higher authority has highly recommended to give short term and long term tasks with clear-cut objective, developed quality teams based on the qualification, experience and skills.

During the year 2020-2021, a few of the faculty were dissatisfied in the payment of salary due to Covid19 pandemic. The management hesitated to reduce the salary and had developed a strategy to overcome the situation. They decided to pay full salary once in every 45 days. During the year 2022, most of the faculty (72 per cent) were fully satisfied in the scale of pay. During the academic year 2022, the management has created new criterion for better performance of the organisation. In the tech world, Christ College promotes effective fruitful usage of technology for better learning and online submission of assignments (52 per cent of students).

Conclusion

It was concluded that the decision of the management in the implementation of feedback system to protect and develop a healthy competitive working environment for the survival and expansion of the institution. The criterion developed by the management were accurate and meeting the requirement of the Institution in different dimension. Every year the management had conducted effective feedback system without creating any kind of stress among faculty. Management took extra ordinary attention for the faculty feedback and implemented the requirements of the faculty in a most efficient manner. It includes regulation in work load of academic and non-academic activities without compromising university norms, decided an annual reasonable increment for faculty every year without considering the effort or performance of faculty. During the covid19 pandemic period, proper scheduling of online classes with convenience and suggestions of teaching fraternity, decided to pay arrear salary and continue to disburse salary ones in every 45 days, management recommended to provide online training to faculty for technical support in handling online classes.

Post covid19 period, management decided to disburse prompt payment of salary and continue to perform favourable behaviour towards the faculty. As part of creating healthy working environment, management decided to took necessary steps to prevent harm to employees from harassment, discrimination, violence or stigma and bullying, organisation values employees input, provide entitled break for lunch time, sick leave, annual leave, parental leave, maternity and paternity leave, organisation recognises and reward the employees for their successful achievement of the task, promote sincere respect for other's idea, values and belief, freedom to meet higher officials, staff are informed about important changes, Support the employees during difficult situations in personal and official life, organisation assess the psychological competencies and employees demand. ***“The management values faculty, Faculty serve the students in a professional way, Students protect the institution in a higher level”.***