

*Pandit Raghunath Murlmu*

*Smriti Mahavidyalaya*

# TEACHERS' FEEDBACK ANALYSIS

**SESSION - 2019-20**





## TEACHERS' SATISFACTION SURVEY : AN INTRODUCTION

21st century skills have become sparks that trigger changes in educational policies and practices, and schools should provide the knowledge and skills that young people need to succeed in the 21st century. There is a widespread consensus that teachers are the main factor contributing to the acquisition of these knowledge and skills. Job satisfaction of teachers has a significant importance for having positive teaching styles and it enables and supports meaningful teaching and learning (Parveen & Bano, 2019). Teachers with high job satisfaction are more likely to be eager to improve their teaching efforts and skills (Knox & Anfara Jr., 2013). Job satisfaction of teachers plays an important role in students' learning (Ainley & Carstens, 2018; Michaelowa & Wittmann, 2007; Ostroff, 1992), attitudes towards students' motivation and beliefs (Salehi et al., 2015), and the continuation of teachers' profession (Bogler 2002; Houchins et al., 2004; Ingersoll, 2001). In addition, teachers' job satisfaction has come to the forefront in recent years with the effect of addressing this issue in international education evaluation studies and efforts are being made to increase teachers' job satisfaction. In order for these efforts to give positive results, it is necessary to determine which factors may affect teacher job satisfaction. The fact that teachers are one of the occupational groups that play an important role in the future of the countries makes it important to determine the factors that affect teachers' job.

It is important to survey teachers to capture educators' thoughts on a whole host of topics. When the right questions are asked, researchers and school officials can gain valuable insight into their school or school system. The teacher satisfaction survey aims to determine the overall happiness levels of teachers and the contributing factors, while the teacher engagement survey seeks to understand what factors impact the productivity of teachers the most. These survey often uncover a lot of information that teachers may not always be as forthcoming with otherwise, such as their feelings on:

- Overall happiness levels
- Best practices for teachers
- Student challenges
- Administration challenges
- School curriculums and policies
- Support or resources they need to better perform their job

Not only can teacher opinion surveys be very revealing, but they can also lead to decisions that improve attrition rates of teachers, their satisfaction, and their productivity. Surveys also serve to let teachers know that they have a voice and that their opinions matter.

  
**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**CO-ORDINATOR**  
**PRMS MAHAVIDYALAYA**

  
**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
**BARAGARI, JAMBONI, BANKURA**



Baragari (P. More): P.O. - Jamboni  
Dist. Bankura : Pin - 722150



prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919635615862

Visit us at:  
[www.prmsmahavidyalaya.org](http://www.prmsmahavidyalaya.org)

ESTD.-1986

P.O.-Jamboni  
Dist.-Bankura



## TEACHERS' SATISFACTION SURVEY : QUESTIONNAIRE

Q1. The College has a clear roadmap in terms of Teaching-learning Process

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

Q2. Are you satisfied with the college work environment?

- Very Satisfied
- Moderately Satisfied
- Somewhat satisfied
- Not satisfied
- Do not Know

Q3. Can you openly and freely communicate your ideas, concerns, suggestions?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

Q4. Do you get appreciation for your efforts by your peers?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

Q5. Flexibility of work offered at the institute?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know





*Pandit Raghunath Murmu Smriti Mahavidyalaya*  
[ UG and PG College ]  
A Govt. Aided and NAAC accredited Institute

Q6. Does the college welcome career growth?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

Q7. Does your suggestions at the institute taken seriously by your peers?

- Always
- Very often
- Often
- Sometimes
- Never

Q8. How proud do you feel as a part of this college?

- Very proud
- Moderately proud
- Slightly proud
- Not proud at all
- Do not know

Q9. The college is transparent in communicating with the staff

- Very transparent
- Moderately transparent
- Somewhat transparent
- Not transparent
- Do not Know

Q10. The college provides sufficient facilities and technical assistance?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know



Baragari (P. More): P.O. – Jamboni  
Dist. Bankura : Pin – 722150



prsmahavidyalaya@yahoo.co.in  
principal@prsmahavidyalaya.org



+919832302815  
+919635615862

Visit us at :  
[www.prsmahavidyalaya.org](http://www.prsmahavidyalaya.org)



# Pandit Raghunath Murmu Smriti Mahavidyalaya

[ UG and PG College ]

A Govt. Aided and NAAC accredited Institute

Q11. The institute provides adequate resources for smoothly running your duties?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

Q12. How satisfied are you with your employee benefits at the institute?

- Very Satisfied
- Moderately Satisfied
- Somewhat satisfied
- Not satisfied
- Do not Know

Q13. How do you rate the infrastructure and amenities of the college?

- Adequate
- Above average
- Average
- Below average
- Not satisfactory

Q14. How much workload and responsibilities are given to you by the institute?

- Adequate
- Above average
- Average
- Below average
- Not satisfactory

Q15. How much support do you get from other teaching and non-teaching staff?

- Excellent
- Very good
- Good
- Average
- Not satisfactory

Q16. Your suggestions are considered in taking various decisions of the institute?

- Strongly Agree
- Agree
- Not sure
- Do not Agree
- Do not Know

  
**IQAC COORDINATOR  
PRMS MAHAVIDYALAYA**

**IQAC CO-ORDINATOR  
PRMS MAHAVIDYALAYA**

  
**PRINCIPAL  
PRMS MAHAVIDYALAYA  
BARAGARI, JAMBONI, BANKURA**



Baragari (P. More): P.O. – Jamboni  
Dist. Bankura : Pin – 722150



prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919635615862

Visit us at :  
www.prmsmahavidyalaya.org

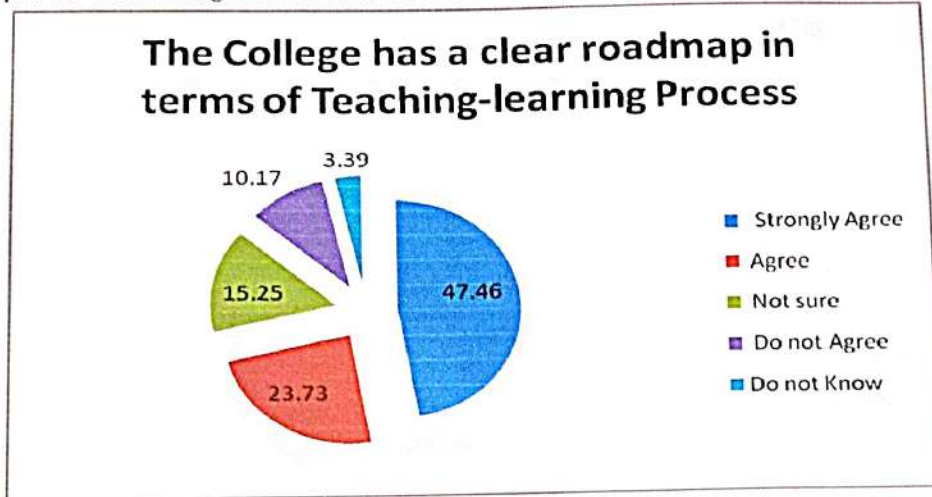
ESTD - 1986



## Teachers' Feedback Analysis 2019-20

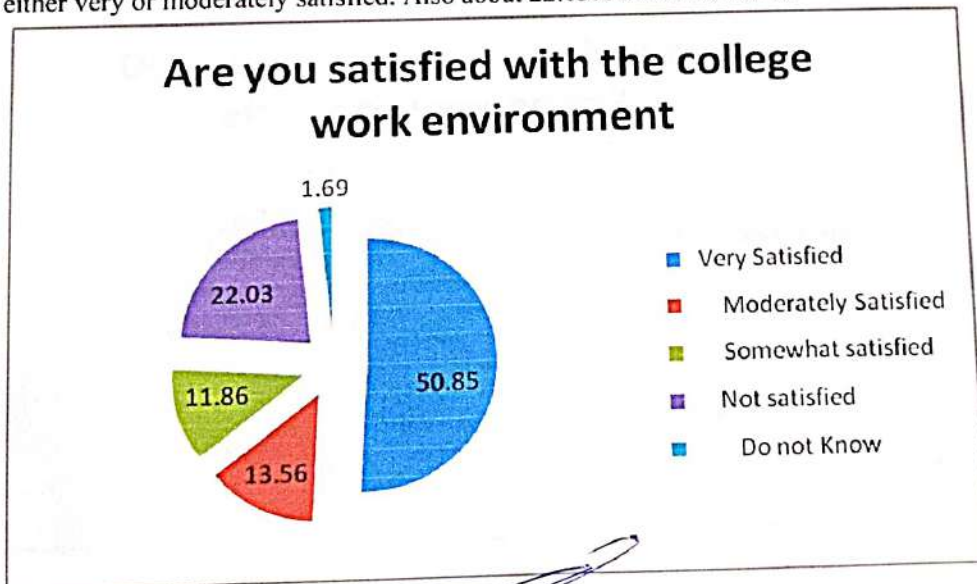
Q1. The College has a clear roadmap in terms of Teaching-learning Process

The following chart shows the satisfaction level of teachers' about the satisfaction level of overall teaching -learning process of the college? About 71% teachers either agree or strongly agree on this point.



Q2. Are you satisfied with the college work environment?

The following chart shows the satisfaction level of teachers' with the college work environment? About 64% teachers either very or moderately satisfied. Also about 22.03% are not satisfied.



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
**BARAGARI, JAMBONI, BANKURA**





Q3. Can you openly and freely communicate your ideas, concerns, suggestions?

When the teachers are asked about whether they can openly and freely communicate your ideas, concerns, suggestions? About 50% either strongly agree or agree to the statement.

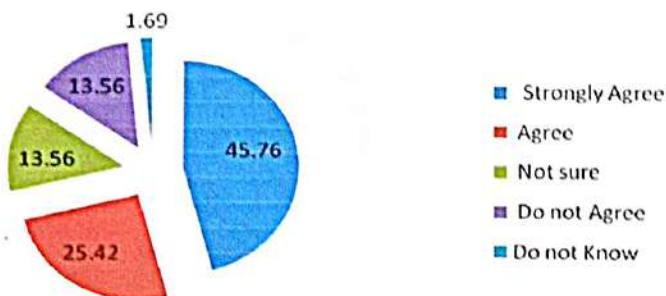
**Can you openly and freely communicate your ideas, concerns, suggestions?**



Q4. Do you get appreciation for your efforts by your peers?

The following chart shows the agreement level of teachers' about the appreciation of their work from peers. About 70% either agree or strongly agree that they are appreciated.

**Do you get appreciation for your efforts by your peers?**



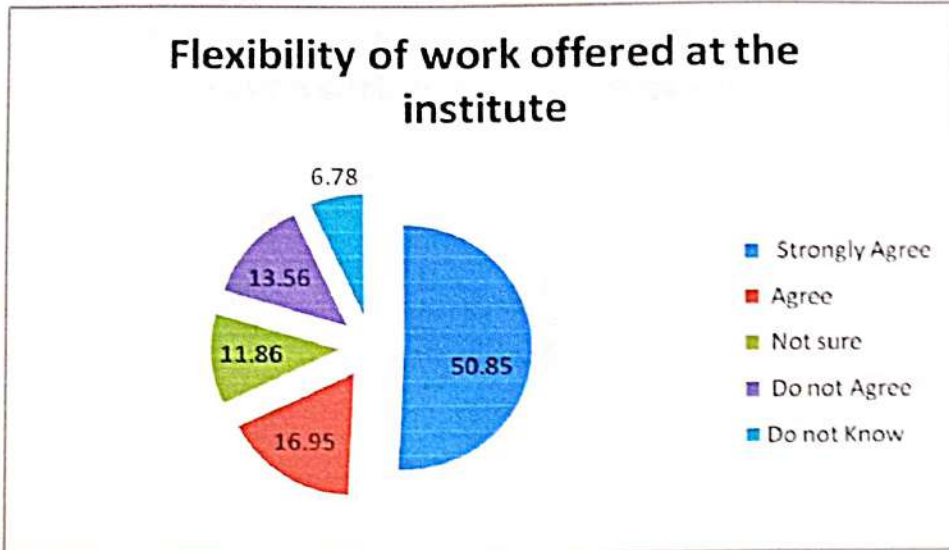
**IQAC COORDINATOR  
 PRMS MAHAVIDYALAYA**

**PRINCIPAL  
 PRMS MAHAVIDYALAYA  
 BARAGARI, JAMBONI, BANKURA**



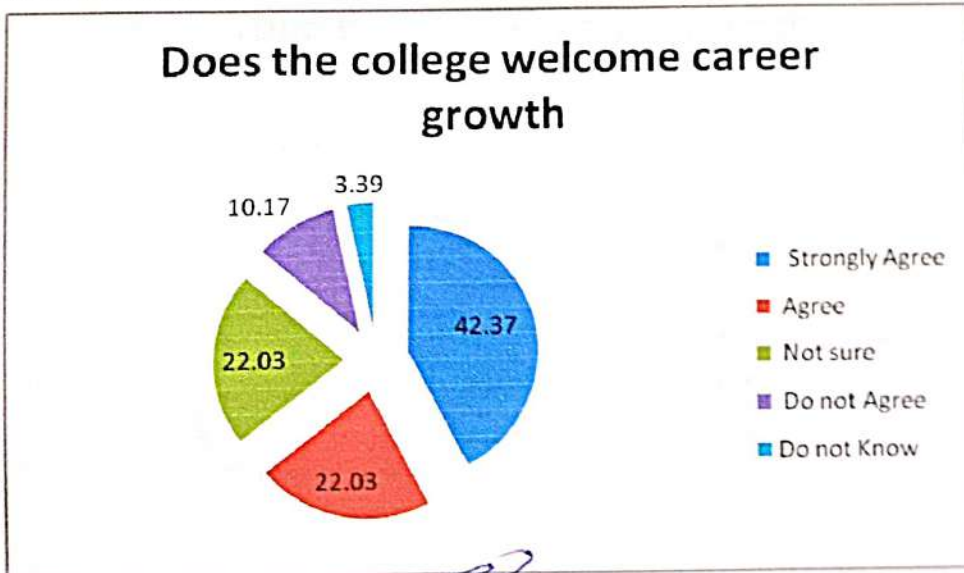
Q5. Flexibility of work offered at the institute

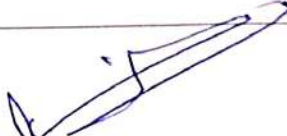
The following pie chart shows the agreement level of teachers' about the flexibility of work offered at the institute. About 50.85% strongly agree that the institute is flexible.



Q6. Does the college welcome career growth?

The following pie chart shows the agreement level of teachers' about the career growth support by the college. About 22% are not sure about this.



  
**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

  
**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
BARAGARI, JAMSONI, BANKURA



Baragari (P. More): P.O. - Jamsoni  
Dist. Bankura : Pin - 722150



prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919635615862

Visit us at:  
www.prmsmahavidyalaya.org



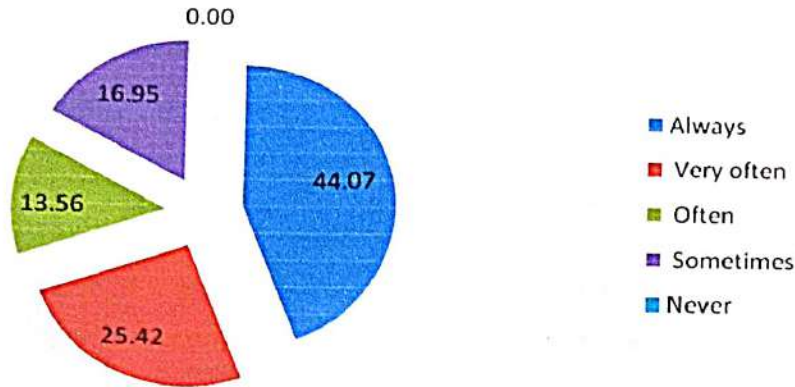




Q7. Does your suggestions at the institute taken seriously by your peers?

The following pie chart shows whether suggestions of the teachers are taken seriously by the institute. All the faculty members agree that most of the time their suggestions are paid attention.

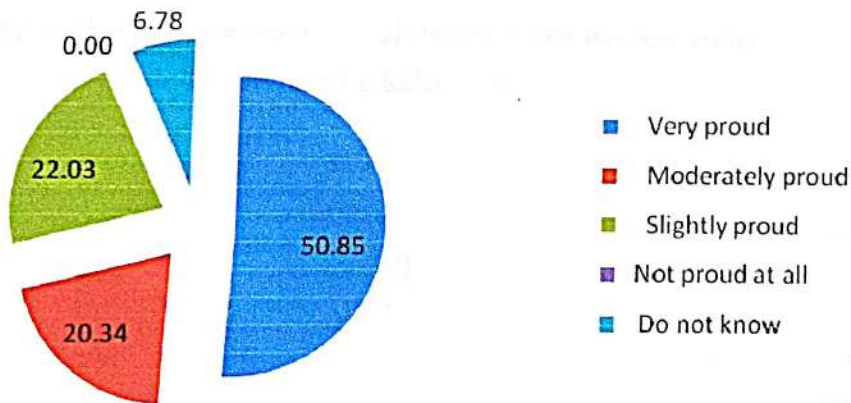
### Does your suggestions at the institute taken seriously by your peers



Q8. How proud do you feel as a part of this college?

When teachers' are asked about how proud they feel as a part of this college they answered positively.

### How proud do you feel as a part of this college



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
BARAGARI, JAMBONI, BANKURA



Baragari (P. More): P.O. - Jamboni  
Dist. Bankura : Pin - 722150



prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919535615862

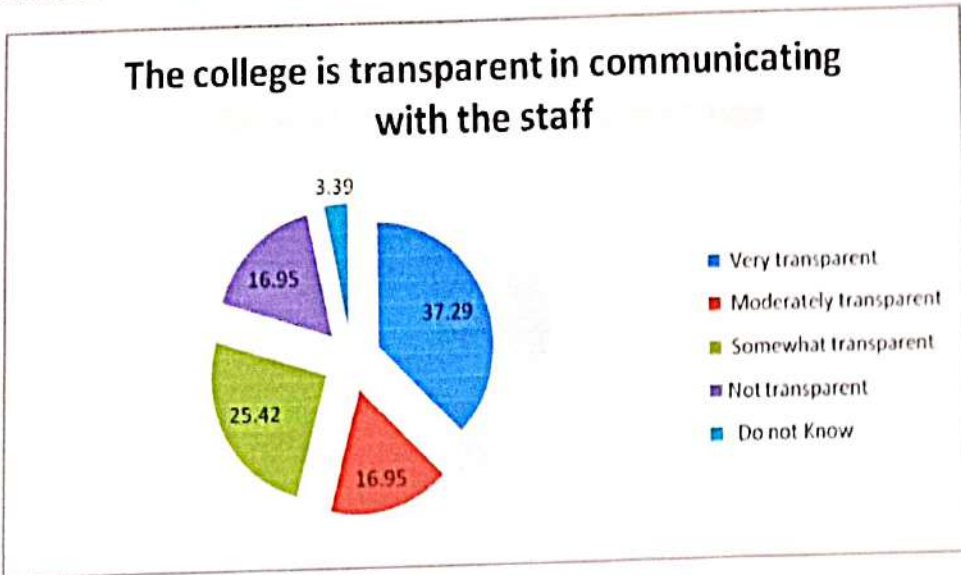
Visit us at :  
www.prmsmahavidyalaya.org





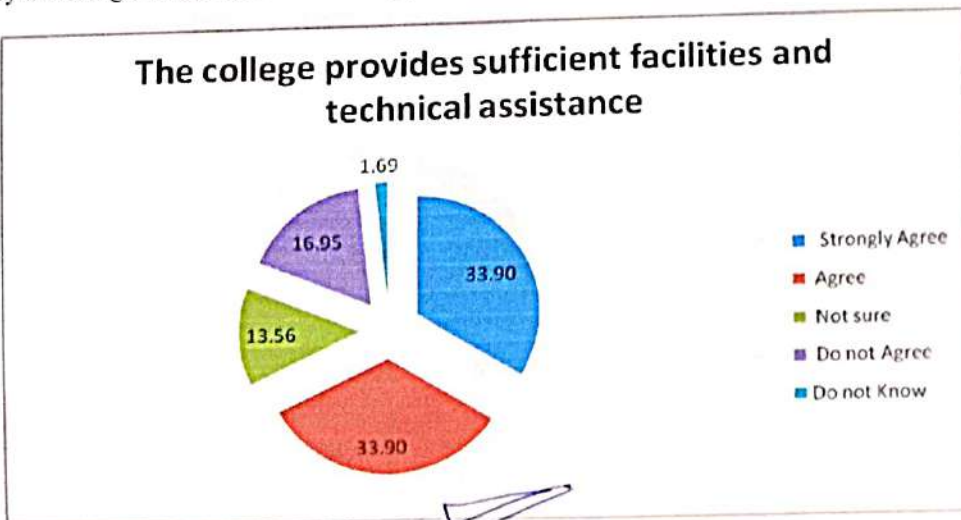
Q9. The college is transparent in communicating with the staff

The following pie chart shows the agreement level of teachers' about the transparency in communication? About 16.95% says that the communication is not transparent.



Q10. The college provides sufficient facilities and technical assistance?

The following chart shows the agreement level of teachers in connection with the facilities and technical assistance provided by the college. About 68% either strongly agrees or agrees with the notion.



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
 BARAGARI, JAMBONI, BANKURA

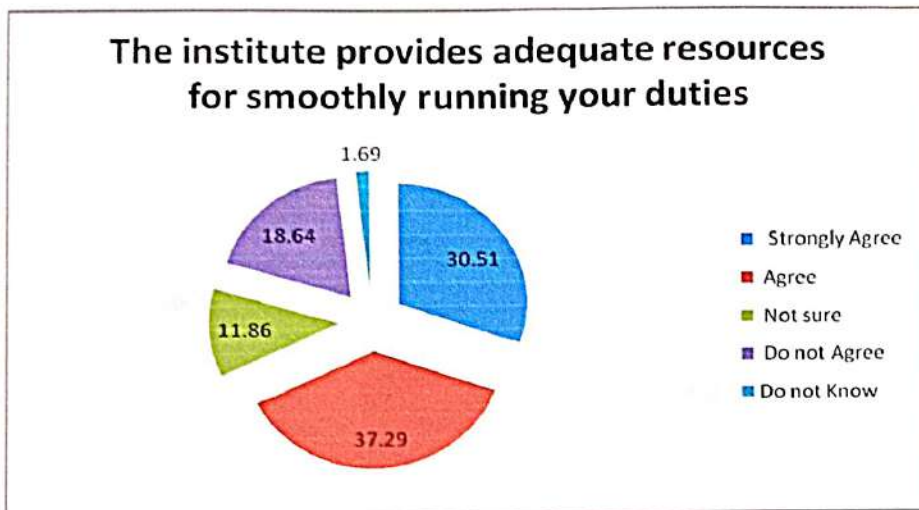




*Pandit Raghunathi Mubnu Smriti Mahavidyalaya*  
[ UG and PG College ]  
A Govt. Aided and NAAC accredited Institute

Q11. The institute provides adequate resources for smoothly running your duties?

The following chart shows the agreement level of teachers on adequacy of resources for smoothly running their duties. Merely 30.51% strongly agrees with the view.



Q12. How satisfied are you with your employee benefits at the institute?

The following chart shows the satisfaction level of teachers on employee benefits at the institute. About 61% are either very or moderately satisfied with the employee benefits.



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
BARAGARI, JAMBOIN, BANKURA

Baragari (P. More): P.O. – Jamboni  
Dist. Bankura : Pin – 722150

prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org

+919832302815  
+919635615862

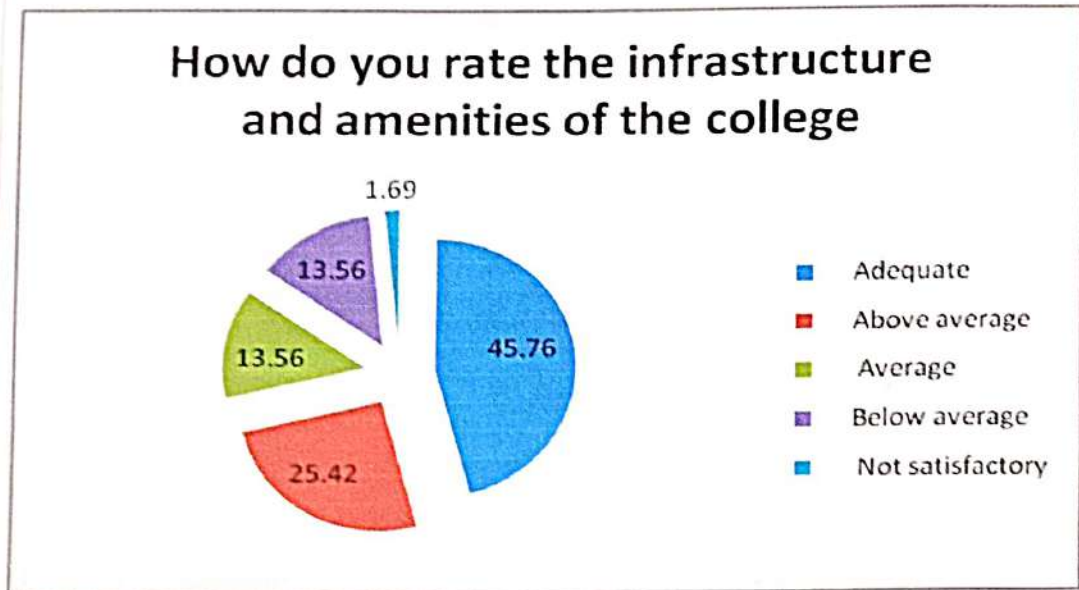
Visit us at :  
www.prmsmahavidyalaya.org





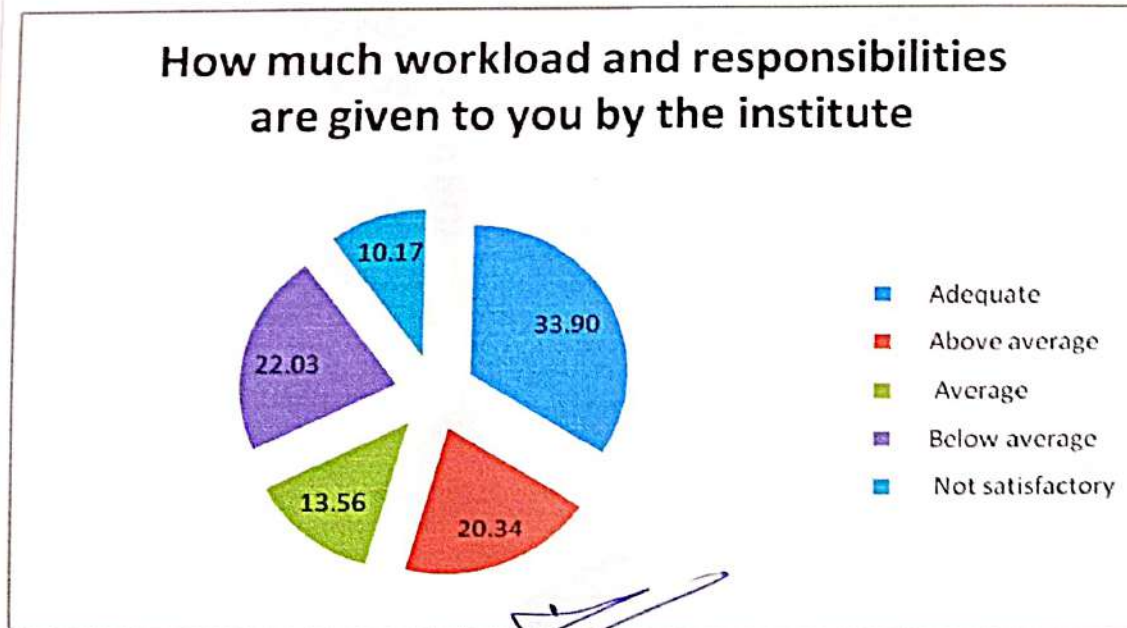
Q13. How do you rate the infrastructure and amenities of the college?

The following chart shows the perception level of teachers on the infrastructure and amenities. About 45.76% believe the infrastructure and amenities are adequate or above average.



Q14. How much workload and responsibilities are given to you by the institute?

The following chart shows the perception level of teachers on workload and responsibilities. About 32.20% believe they can manage more workload.



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**IQAC CO-ORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRM**



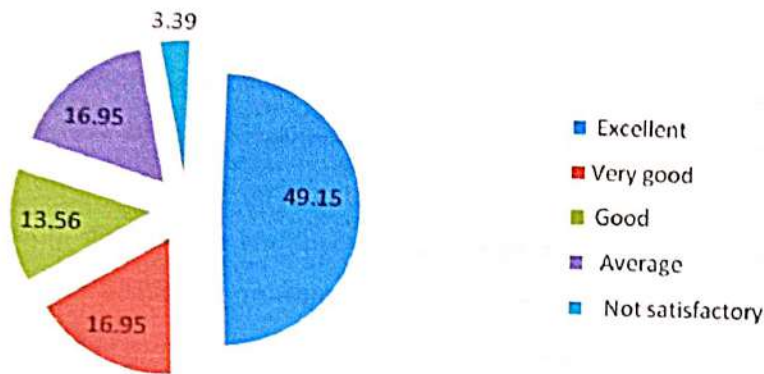


# Pandit Raghunath Murmu Smriti Mahavidyalaya

[ UG and PG College ]  
A Govt. Aided and NAAC accredited Institute

Q15. How much support do you get from other teaching and non-teaching staff?  
When the faculty and staffs are asked about how much support they get from other teaching and non-teaching staff they answered positively. About 49.15% say that they get excellent support.

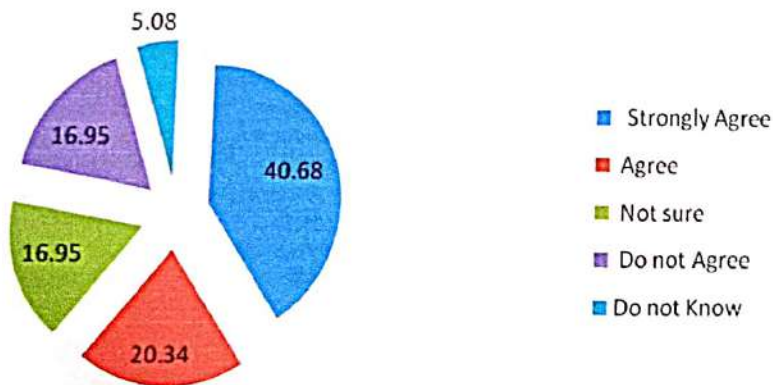
## How much support do you get from other teaching and non-teaching staff



Q16. Your suggestions are considered in taking various decisions of the institute.

The following chart shows the agreement level of teachers on whether their suggestions are considered in taking various decisions of the institute. About 61% strongly agree or agree with the view.

## Your suggestions are considered in taking various decisions of the institute



**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**



Baragari (P. More): P.O. – Jamboni  
Dist. Bankura : Pin – 722150



PRMS MAHAVIDYALAYA  
prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919635615862

Visit **BARAGARI, JAMBONI, BANKURA**  
www.prmsmahavidyalaya.org



## Summary of Teacher's feedback

As per the guidelines provided by the National Board of Accreditation Council (NAAC), the Internal Quality Assurance Cell (IQAC) of Pandit Raghunath Murmu Smriti Mahavidyalaya collects feedback from all the teachers (about 59) on infrastructure, teaching learning process, career advancement and other facilities provided by the college. After analysing the feedback, necessary actions are taken to improve the teaching learning process and other facilities provided by the college. As a whole, the following summary can be obtained.

- Most of the teachers feel that there is adequate infrastructure available in the college. The drinking water facility is sufficient but some departments lag in that aspect.
- About 71% teachers are either highly or moderately satisfied with the teaching-learning process of the institution.
- About 49.15% say that they get excellent support from the office staff and other colleagues.
- About 61% strongly agree or agree with the view that their suggestions are considered during the decision making process of the institute.
- Merely 30.51% strongly agrees with the view that the institute provides adequate resources for smoothly running their duties.
- About 32% faculties think that they can share more workload and responsibilities.
- About 68% either strongly agrees or agrees with the college provides sufficient facilities and technical assistance to them.

**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**  
IQAC CO-ORDINATOR  
PRMS MAHAVIDYALAYA

**PRINCIPAL**  
**PRMS MAHAVIDYALAYA**  
PRINCIPAL  
PRMS MAHAVIDYALAYA  
BARAGARI, JAMBONI, BANKURA



Baragari (P. More): P.O. – Jamboni  
Dist. Bankura : Pin – 722150

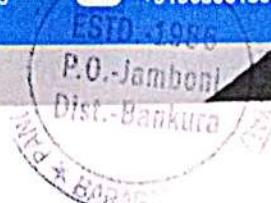


prmsmahavidyalaya@yahoo.co.in  
principal@prmsmahavidyalaya.org



+919832302815  
+919635615862

Visit us at :  
[www.prmsmahavidyalaya.org](http://www.prmsmahavidyalaya.org)



*Pandit Raghunathi Mubnu Smriti Mahavidyalaya*  
**ACADEMIC CALENDAR, 2019-20**

<b>Odd Semester : (July 2019 – December 2019)</b>		
OCCASION	DATE	NUMBER OF DAYS
Rathajatra	04/07/2019 (Thursday)	1
Resumption of Classes	22/07/2019 (Monday)	
Id-Ud-Zoha	12/08/2019 (Monday)	1
Rakhi Purnima	14/08/2019 (Wednesday)	1
Independence Day	15/08/2019 (Thursday)	1
Manasa Puja	18/08/2019 (Sunday)	1 (Sunday)
Janmastami	23/08/2019 (Friday)	1
Muharram	10/09/2019 (Tuesday)	1
Viswakarma Puja	18/09/2019 (Wednesday)	1
Mahalaya	28/09/2019 (Saturday)	1
Gandhi Jayanti	02/10/2019 (Wednesday)	1
Puja Vacation	03/10/2019 – 15/10/2019	11 (Excluding Sundays)
Internal Assessment Examination	As per BKU Notification	
Kali Puja and Bhatridwitiya	26/10/2019 – 30/10/2019	4 (Excluding Sunday)
Chhat Puja	02/11/2019 (Saturday)	1
Jagaddhatri Puja	06/11/2019 (Wednesday)	1
Rasjatra/ Guru Nanak Jayanti	12/11/2019 (Tuesday)	1
Fateha-Doaz-Daham	09/12/2019 (Monday)	1
Christmas Day	25/12/2019 (Wednesday)	1
Winter Recess	26/12/2019 – 31/12/2019	5 (Excluding Sunday)
Principal's Discretion	Two Days	2
<b>Even Semester : (January 2020 – June 2020)</b>		
New Years' Day	01/01/2020 (Wednesday)	1
University Examinations	As per Bankura University Program	
Vivekananda Jayanti	12/01/2020 (Sunday)	1 (Sunday)
Pous Parvan	15/01/2020 – 16/01/2020 (Wednesday – Thursday)	2
Netaji Jayanti	23/01/2020 (Thursday)	1
Republic Day	26/01/2020 (Sunday)	1 (Sunday)
Saraswati Puja	30/01/2020 – 31/01/2020 (Thursday – Friday)	2

Annual Sports Meet	To be notified later	
Shivaratri	21/02/2020 (Friday)	1
Doljatra	09/03/2020 (Monday)	1
Holi	10/03/2020 (Tuesday)	1
Sab-e-Baraat	09/04/2020 (Thursday)	1
Good Friday	10/04/2020 (Friday)	1
Chaitra Sankranti	13/04/2020 (Monday)	1
Ambedkar Jayanti/ Nababarsha	14/04/2020 (Tuesday)	1
May Day	01/05/2020 (Friday)	1
Birth Anniversary of Pandit Raghunath Murmu	05/05/2020 (Tuesday )	1
Buddha Purnima	07/05/2020 (Thursday)	1
Rabindra Jayanti	08/05/2020 (Friday)	1
Id-ul-Fitre	25/05/2020 – 26/05/2020 (Monday – Tuesday)	2
Study Leave	To be notified later	
University Examinations	As per Bankura University Program	
Rathajatra	23/06/2020 (Tuesday)	1
Principal's Discretion	Two Days	2

\* Total No. of Working Days: 255

  
**IQAC COORDINATOR**  
**PRMS MAHAVIDYALAYA**  
**IQAC CO-ORDINATOR**  
**PRMS MAHAVIDYALAYA**



  
**TEACHER-IN-CHARGE**  
**PRMS MAHAVIDYALAYA**  
 Teacher-in-charge,  
 P.R.M.S. Mahavidyalaya,  
 Baragari, Jamboni, Bankura