

Pandit Raghunath Murmu

Smriti Mahavidyalaya

TEACHERS' FEEDBACK ANALYSIS

SESSION — 2021-22





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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.


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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



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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



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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


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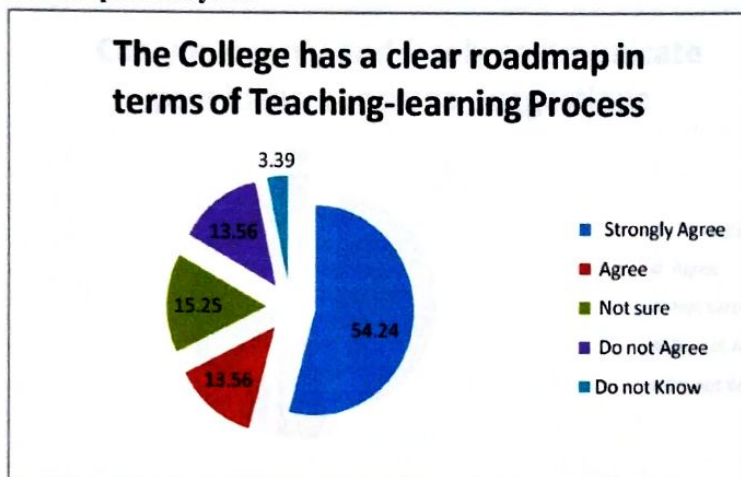
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Teachers' Feedback Analysis 2021-22

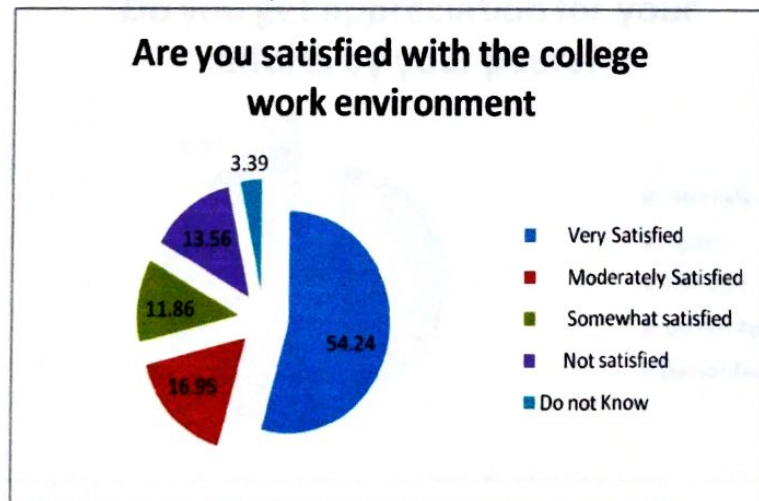
Q1. The College has a clear roadmap in terms of Teaching-learning Process

The following chart shows the satisfaction level of teachers' about the satisfaction level of overall teaching -learning process of the college? About 67% teachers either agree or strongly agree on this point. The value has improved from the previous year.



Q2. Are you satisfied with the college work environment?

The following chart shows the satisfaction level of teachers' with the college work environment? About 70% teachers either very or moderately satisfied. Also about 13.56% are not satisfied. The result has improved.



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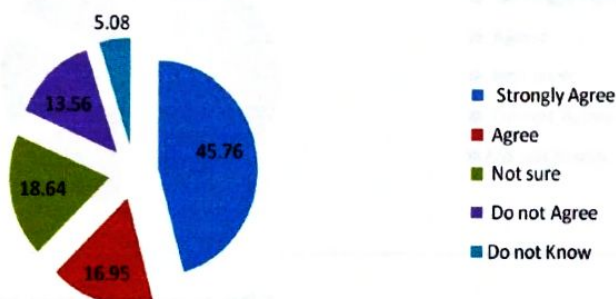
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Q3. Can you openly and freely communicate your ideas, concerns, suggestions?

When the teachers are asked about whether they can openly and freely communicate your ideas, concerns, suggestions? About 62% either strongly agree or agree to the statement which shows a dip than the previous year..

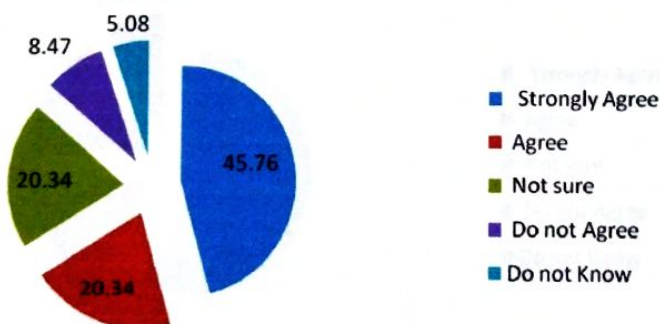
Can you openly and freely communicate your ideas, concerns, suggestions



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 8.47% do not agree that they are appreciated. But the overall result shows improvement.

Do you get appreciation for your efforts by your peers?



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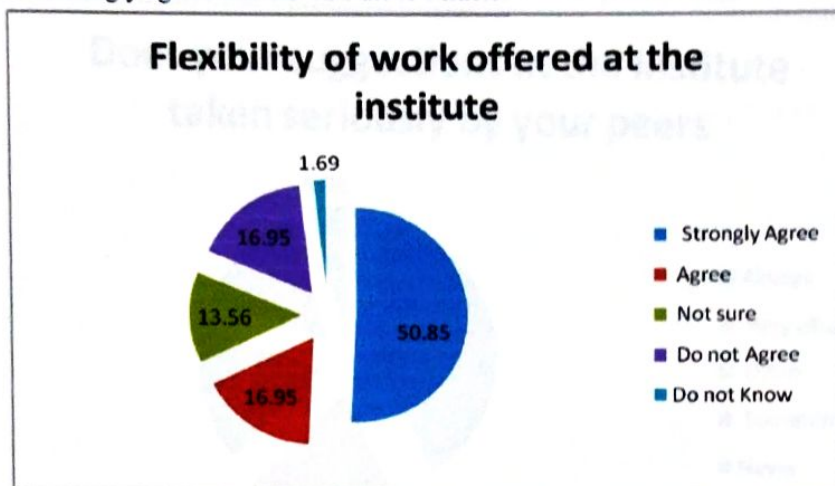
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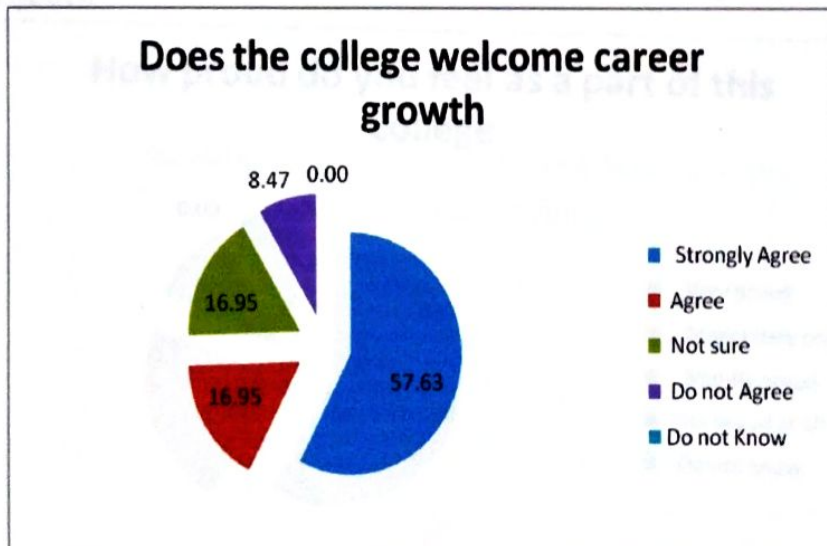
Q5. Flexibility of work offered at the institute

The following pie chart shows the agreement level of teachers' about the flexibility of work offered at the institute. About 50% strongly agrees 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 77% are either agrees or strongly agree that the college welcomes career growth high is an improvement



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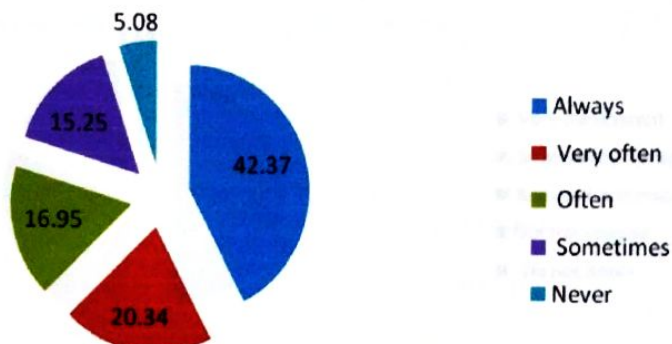
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Q7. Does your suggestions at the institute taken seriously by your peers?

The following pie chart shows whether suggestions of the teachers are taken seriously by the institute. About 5% says their suggestions are never considered which is almost same to the previous year.

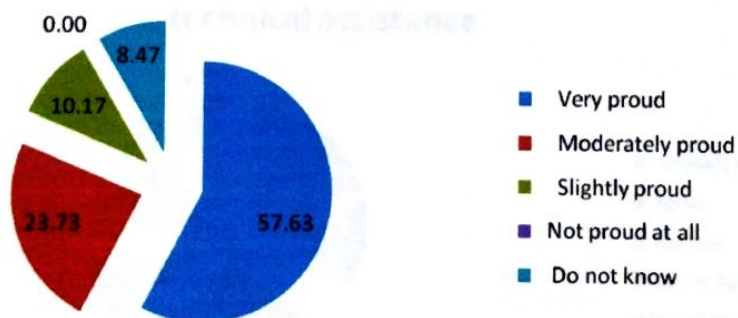
Does your suggestions at the institute taken seriously by your peers



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. 8.47% did not answer this question.

How proud do you feel as a part of this college



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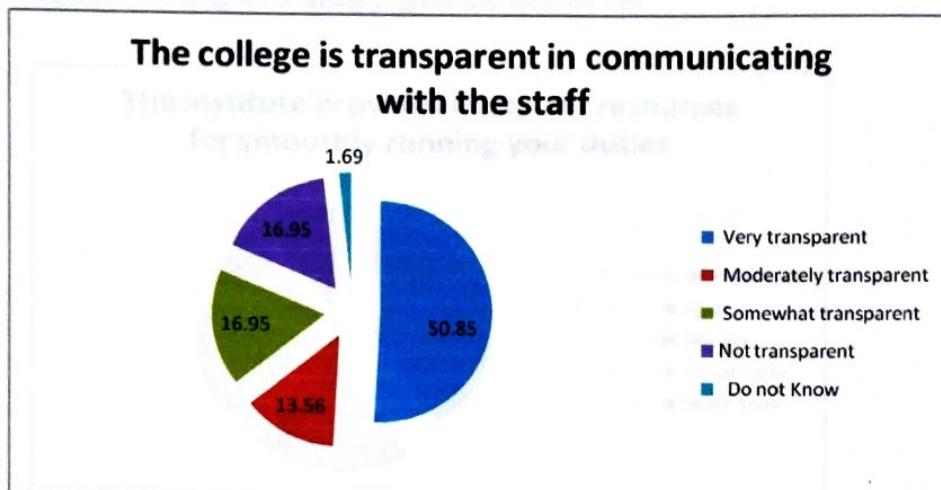
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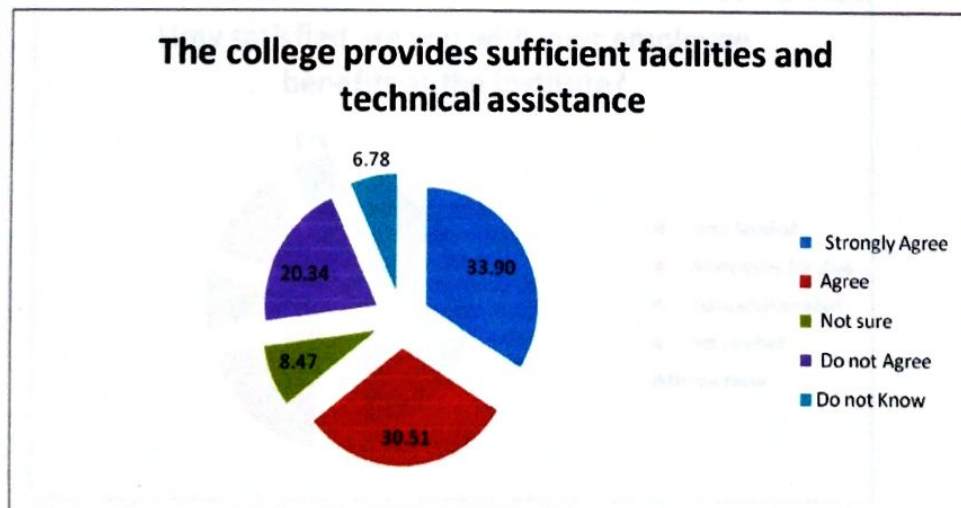
Q9. The college is transparent in communicating with the staff

The following pie chart shows the agreement level of teachers' about the transparency in communication? About 64% says that the communication is very or moderately transparent which is slight improvement from last year.



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 64% either strongly agrees or agrees with the notion which remained more or less same. 20.3% do not agree with this.



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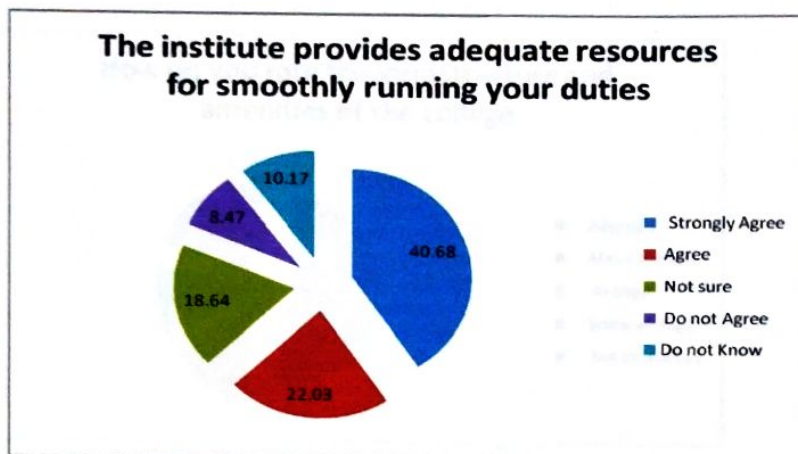
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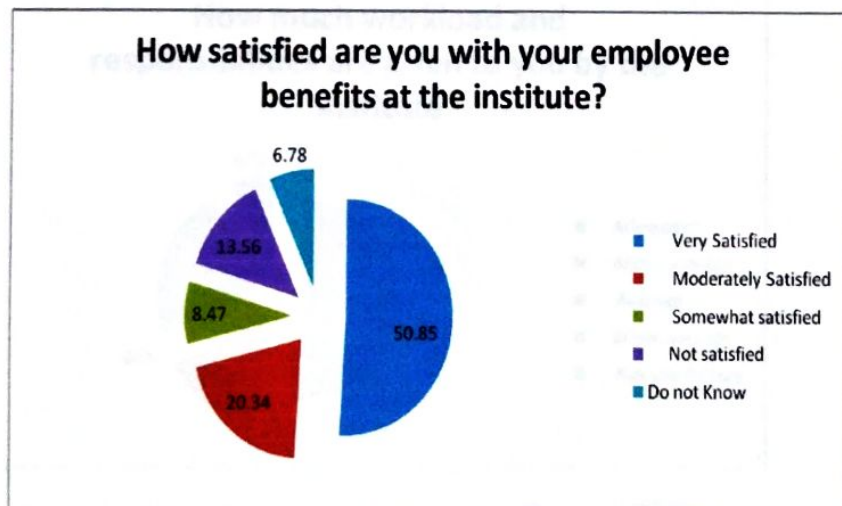
Q11. The institute provides adequate resources for smoothly running your duties?

The following chart shows the agreement level of teachers on adequacy of resources for smoothly running their duties. About 62% either agrees or strongly agrees with the statement.



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 50.85% are very satisfied with the employee benefits provided by the college.




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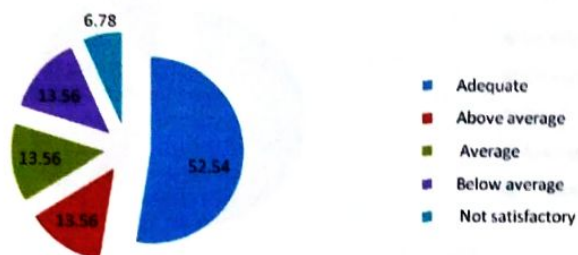
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Q13. How do you rate the infrastructure and amenities of the college?

The following chart shows the perception level of teachers on the infrastructure and amenities of the college. About 66% believe the infrastructure and amenities are adequate or above average which is almost same with last year. 6.78% said it is not satisfactory which is higher than last year.

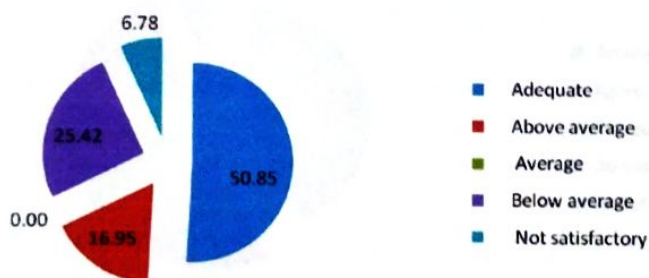
How do you rate the infrastructure and amenities of the college



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 are given to them by the institute. About 68% believe that they are given adequate or above average workload. 25.42% believe that they can be given more workload.

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



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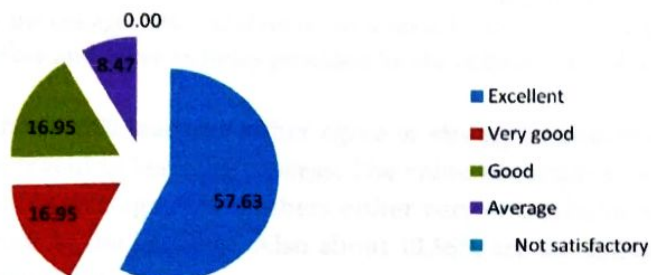
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15. How much support do you get from other teaching and non-teaching staff?

When the faculty and staffs are asked about how much support they get from other teaching and non-teaching staff they answered positively. About 57.63% say that they get excellent support which is much improvement from previous year. In fact no faculty is dissatisfied in this particular aspect.

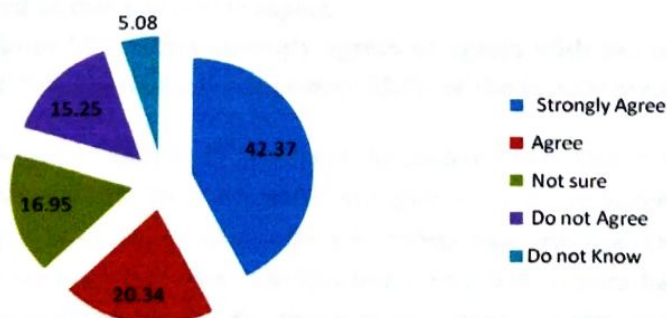
How much support do you get from other teaching and non-teaching staff



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 64% strongly agree or agree with the view which shows improvement.

Your suggestions are considered in taking various decisions of the institute



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Summary of Teachers' 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 analyzing the feedback, necessary actions are taken to improve the teaching learning process and other facilities provided by the college. The following is the synopsis of the feedback analysis.

- About 67% teachers either agree or strongly agree that our college has clear roadmap on teaching learning process. The value has improved from the previous year.
- On an average 70% teachers either very or moderately satisfied on the work environment of the institute. Also about 13.56% are not satisfied. The result has shown some improvement.
- About 8.47% do not agree that they are appreciated.
- About 50.85% are very satisfied with the employee benefits provided by the college.
- Approximately 68% believe that they are given adequate or above average workload. 25.42% believe that they can be given more workload.
- Unfortunately about 5% says their suggestions are never considered in decision making process of the institute.
- 57.63% of the faculty members say that they get excellent support from the office and peers which is much improvement from previous year. In fact no faculty is dissatisfied in this particular aspect.
- About 64% either strongly agrees or agrees with the notion that the college provides sufficient technical assistance. 20.3% of the faculty members do not agree with this.

After the influence of COVID-19 in most of the academic year 2020-21 the institute was coming to normal during the year 2021-22. The institute has lost quite a number of material resources due to the pandemic. With the help of faculty and staff members the college recovered from the initial setback and slowly started to grow. The academic and other activities took a little time to come back to its original pace. There were signs of improvement in most of the aspects of the college administration. The lags will be taken care off in immediate future.


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