

Pandit Raghunath Murlu

Smriti Mahavidyalaya

TEACHERS' FEEDBACK ANALYSIS

SESSION - 2020-21





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

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

- Strongly Agree
- Agree



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- 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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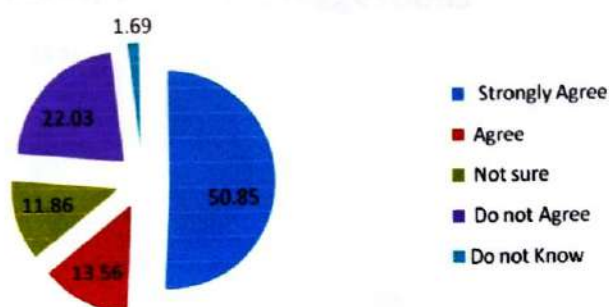


Teachers' Feedback Analysis 2020-21

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 64% teachers either agree or strongly agree on this point. The value reduced from the previous year.

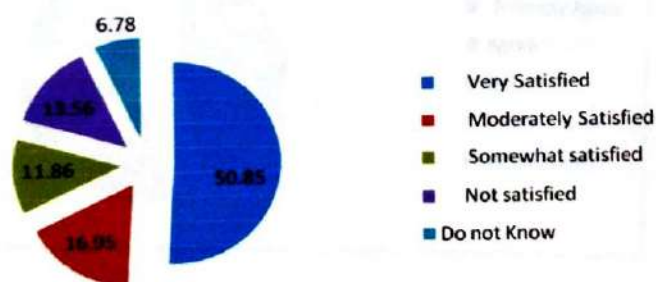
The College has a clear roadmap in terms of Teaching-learning Process



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 20% are not satisfied. The result remains more or less same.

Are you satisfied with the college work environment



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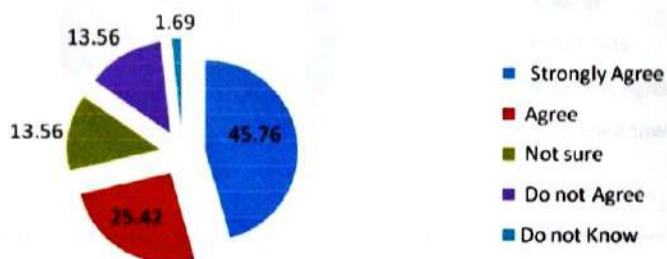


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Q3. Can you openly and freely communicate your ideas, concerns, suggestions?

When the teachers are asked about whether they can openly and freely communicate your ideas, concerns, suggestions? About 71% either strongly agree or agree to the statement which shows vast improvement.

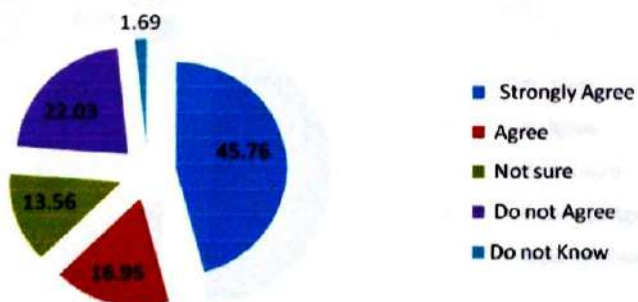
Can you openly and freely communicate your ideas, concerns, suggestions



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 22% do not agree that they are appreciated.

Do you get appreciation for your efforts by your peers?




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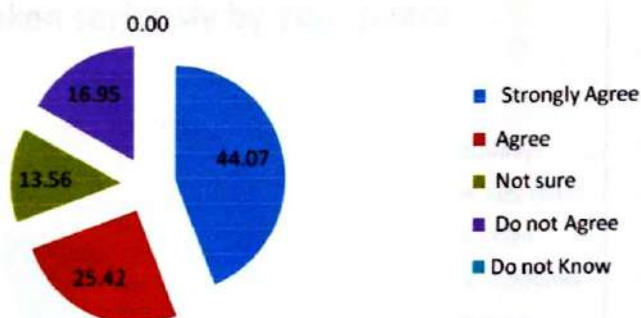
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Q5. Flexibility of work offered at the institute

The following pie chart shows the agreement level of teachers' about the flexibility of work offered at the institute. About 70% strongly agree or agree that the institute is flexible.

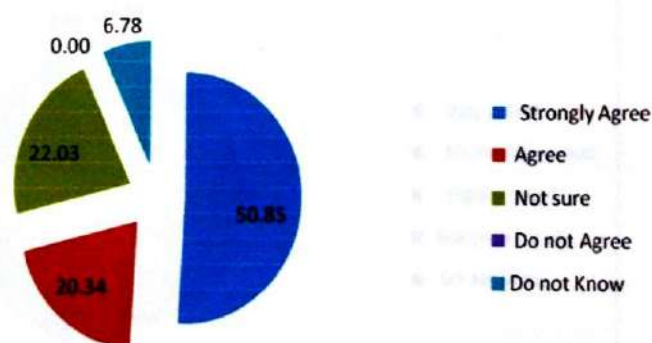
Flexibility of work offered at the institute



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 70% are either agrees or strongly agree that the college welcomes career growth.

Does the college welcome career growth



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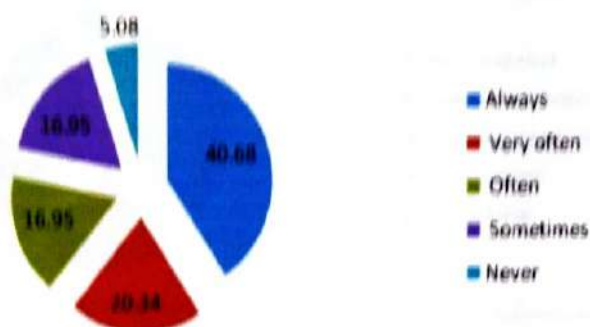


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Q7. Does your suggestions at the institute taken seriously by your peers?

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 quite a deviation from the previous year.

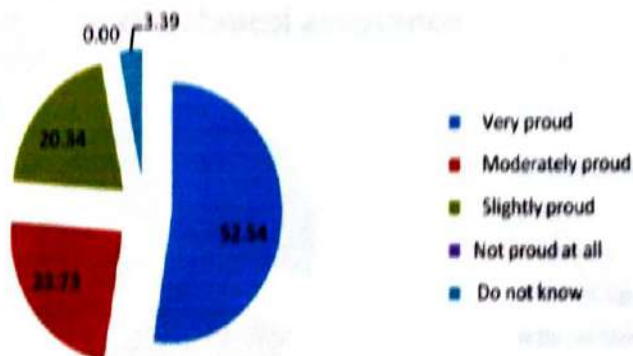
**Does your suggestions at the institute
taken seriously by your peers**



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.

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



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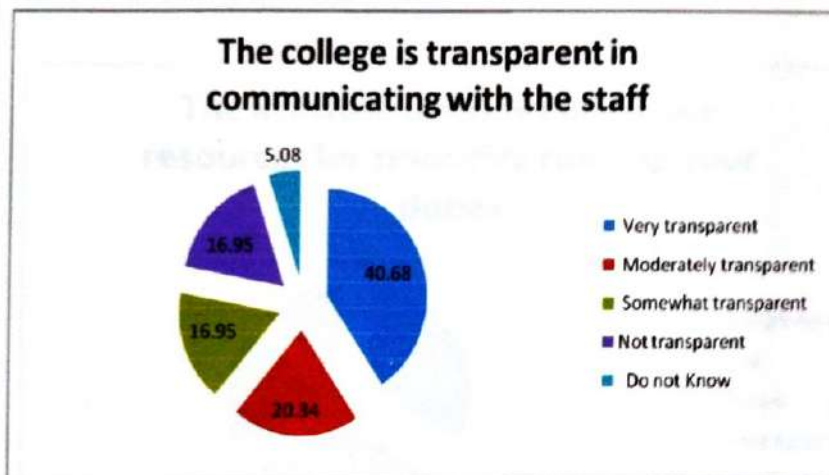
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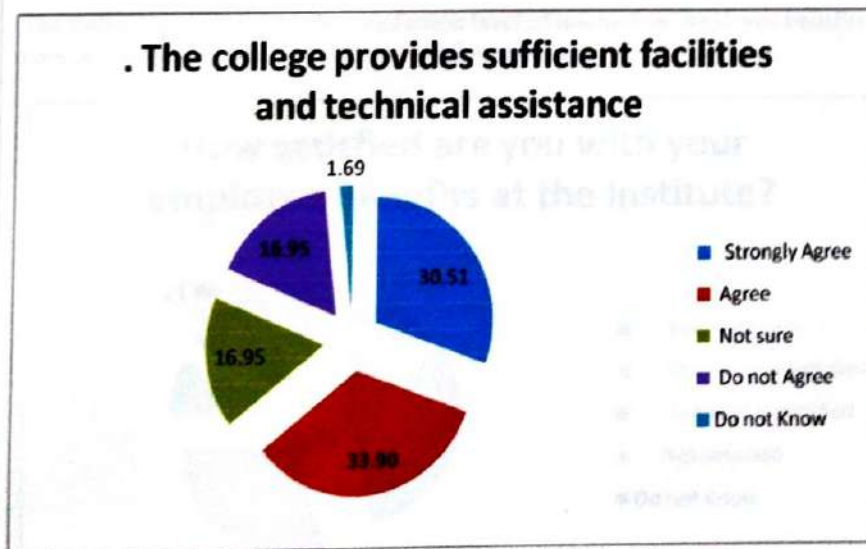
Q9. The college is transparent in communicating with the staff

The following pie chart shows the agreement level of teachers' about the transparency in communication? About 61% says that the communication is very or moderately 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 64% either strongly agrees or agrees with the notion which is little less than the previous year.



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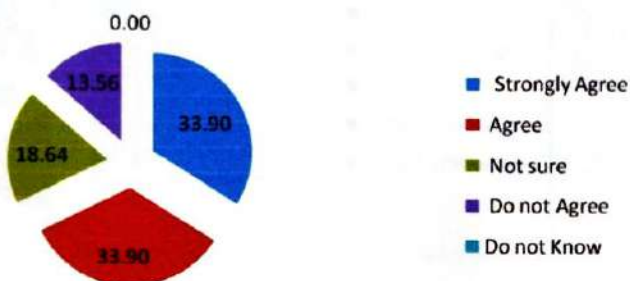
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Q11. The institute provides adequate resources for smoothly running your duties?

The following chart shows the agreement level of teachers on adequacy of resources for smoothly running their duties. About 13.56% do not agree with the view.

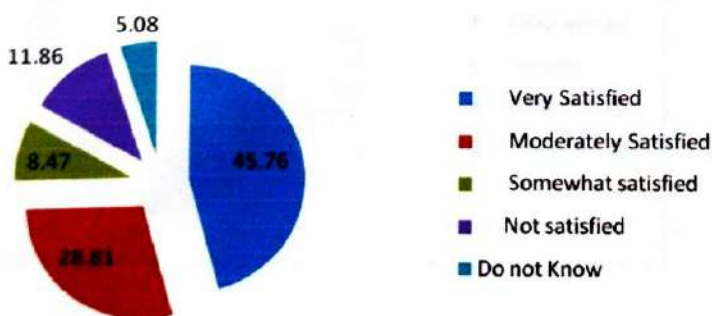
The institute provides adequate resources for smoothly running your duties



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 74% are either very or moderately satisfied with the employee benefits.

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




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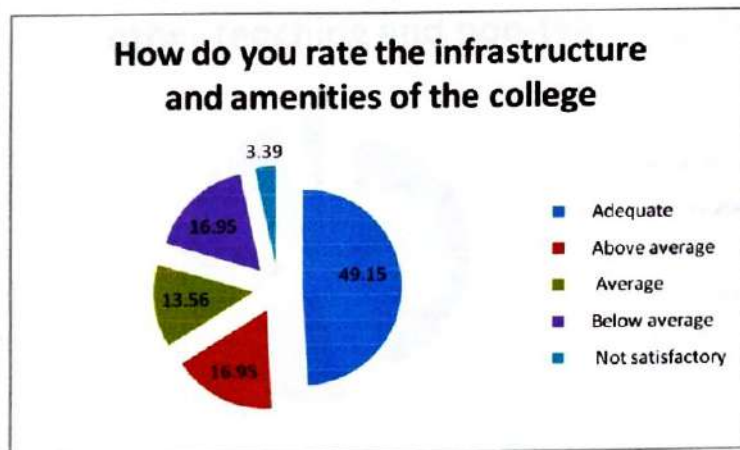
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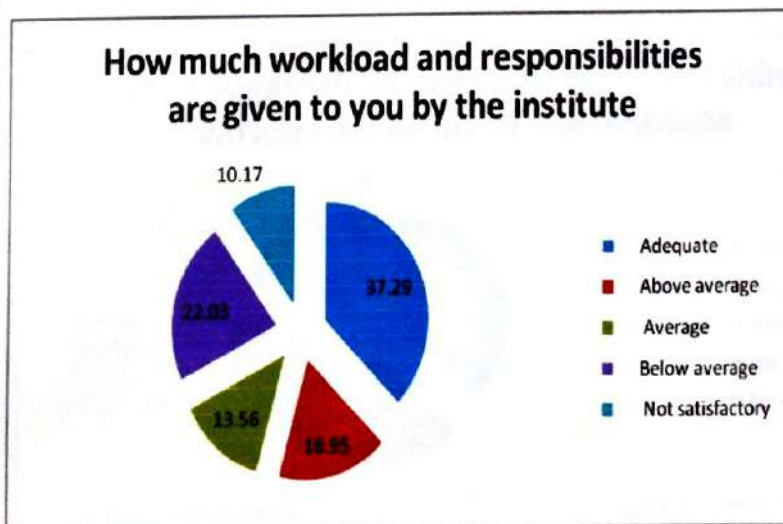
Q13. How do you rate the infrastructure and amenities of the college?

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.



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 54% believe that they are given adequate or above average workload.




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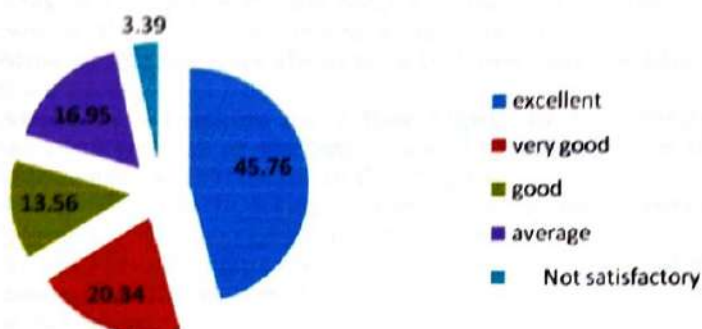


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15. How much support do you get from other teaching and non-teaching staff?

When the faculty and staffs are asked about how much support they get from other teaching and non-teaching staff they answered positively. About 45.76% say that they get excellent support which is a tad less than the previous year.

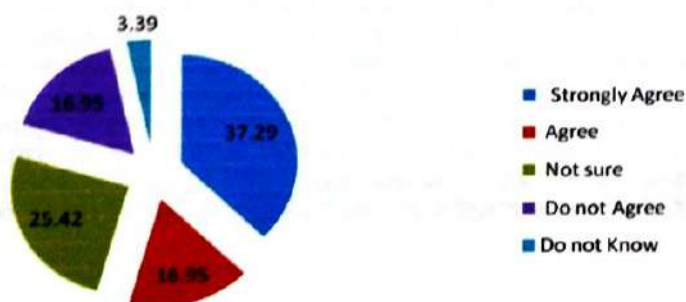
How much support do you get from other teaching and non-teaching staff



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 54% strongly agree or agree with the view.

Your suggestions are considered in taking various decisions of the institute



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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 about 66% feel that there is adequate infrastructure available in the college.
- About 64% teachers are either highly or moderately satisfied with the teaching-learning process of the institution. The value is less than the previous year. The college needs improvement in this regard.
- About 45% say that they get excellent support from the office staff and other colleagues. This also shows deterioration.
- About 54% strongly agree or agree with the view that their suggestions are considered during the decision making process of the institute. This aspect of the institute is also in the wane.
- About 64% either strongly agrees or agrees with the technical assistance which is little less than the previous year.
- About 54% believe that they are given adequate or above average workload.
- About 68% either strongly agrees or agrees with the college provides sufficient facilities and technical assistance to them.

Teachers needed support to successfully find the way of transition from in-person to virtual learning environments. The existing faculty members needed to adapt to professional practice frameworks to ensure that the best practices for delivering virtual learning (e.g., using educational technology) are reflected. They needed to adapt to the ERP software and frameworks that is typically aligned to teaching-learning methodology and standards and describe the various components of high-quality teaching. Many of these elements would still be applicable for virtual or hybrid learning. However, these frameworks, the training around them, and examples shared with educators are based on in-person instruction in the classroom. In light of the changing context of instruction in 2020-21, teachers needed more guidance on how to adapt these practices in a virtual learning environment. For example, classroom management practices may look different in a digital learning context versus the classroom. A teacher could modify these strategies for virtual instruction by using private chat features to remind students about behavior expectations or adjusting permissions within the online learning platform.


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